

SECRET

ROUTING AND RECORD SHEET

1:30 PM

SUBJECT: (Optional)
Update of HRMIS Statistics (Feb. 1982)

FROM:
HRPS/OP
1012 Ames Bldg.

EXTENSION

NO.

DATE

TO: (Officer designation, room number, and building)

DATE
RECEIVED FORWARDED

OFFICER'S INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1. C/HRPS/OP
1012 Ames Bldg.

3-18

F

2 to 4 & 5:

2. DD/OP-PAGE
1006 Ames Bldg.

3. EA/OP
5 E 58 Hqs

23 MAR 1982

PD

With Ray's departure (mid-April) we may need to prioritize tasking to HRPS. Stan and I would like to talk with you about this and also about if this report is meeting your needs.

4. DD/OP
5 E 58 Hqs

23 MAR 1982

DD/PAGE/OP

5. D/OP
5 E 58 Hqs

6.

20 mg. 29 MAR 1982

7.

8. HRPS/OP 1012 Ames

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17 March 1982

MEMORANDUM FOR: Director of Personnel

FROM :

[REDACTED]
HRPS/OP

SUBJECT : Update of HRMIS Statistics (Feb. 1982)

1. Attached are HRMIS reports from the month of February, as prepared by [REDACTED] IAB. These reports reflect current personnel trends of which you should be aware. These trends are the continued low attrition for Agency personnel (less than 3.5% overall, approximately 5% for clerical and 3% for professional), and an increase in the level of Agency EODs. The highest retirement level and the lowest input level go to the "R" Career Service. There was a slight increase in the number of Agency PRAs. A one-time event which also appears is the block change of 1200 clerical positions to technical. February's report indicates a continuation of previously reported low trends in separations and a shift in accessions from higher clerical input to higher professional input. It also shows a substantial drop in "M" Career Service retirements which results in the "R" Career Service having the highest level of retirements.

2. Charts A, B, and C provide a picture of the outflow of Agency personnel. Chart A indicates that the majority of separations came from the M Career Service and Chart B indicates the majority of separations were professionals. Chart A indicates the number of separations from the I Career Service is as low as it has ever been, which means there is still no delayed outflow as a result of reorganization. Charts A, B, and C all indicate that the outflow of Agency personnel is still continuing at a very low rate. Chart C breaks out the retirements by career service and surprisingly shows the majority of retirements coming from the "R" Career Service. This is surprising because the pool of retirement eligibles (Chart D) for the R Career Service is only half the size of the M or D Career Service. This is probably an indication that the job market for technically qualified employees is still fairly good.

3. Charts E and F provide a picture of the inflow of Agency personnel. The charts indicate that the majority of accessions were to the M Career Service and were professionals followed closely by clericals and technicals. Chart E indicates that the R Career Service experienced the lowest level of inputs, and the level has been this low twice in the last 12 months.

4. Chart G indicates there was a dramatic increase in the number of GS-14 PRAs in December 1981. This was followed by a corresponding increase in the number of GS-12 PRAs in January (Chart H). These increases follow the uniform promotion schedule, and under normal circumstances would be expected to drop down to the level before the promotion cycle as a result of attrition. However, with the current low attrition, the overall level of PRAs may continue to increase. Chart I gives the total number of PRAs for each career service and indicates slightly upward trends for the M and R Career Services.

5. Chart J shows the effect of a block change in reclassifications of clerical positions to technical positions. The chart shows the effect of reclassifying approximately 1200 positions from clerical to technical.

6. Charts K, L, and M are bar charts which compare the current experience with the previous 18 months. Chart K indicates Agency strength is continuing to grow; Chart L indicates separations are actually running higher than February 1981; and Chart M indicates there has been a dramatic increase in EODs in February 1982 over February 1981. The dramatic difference in EODs is explained by the freeze on hiring which was in effect in February 1981. When this is combined with the current effort to EOD additional personnel, it results in a 340% increase in the EOD level. The slight increase in separations may be an indication of a return to higher separation rates, but it will take several months to discern any trends.



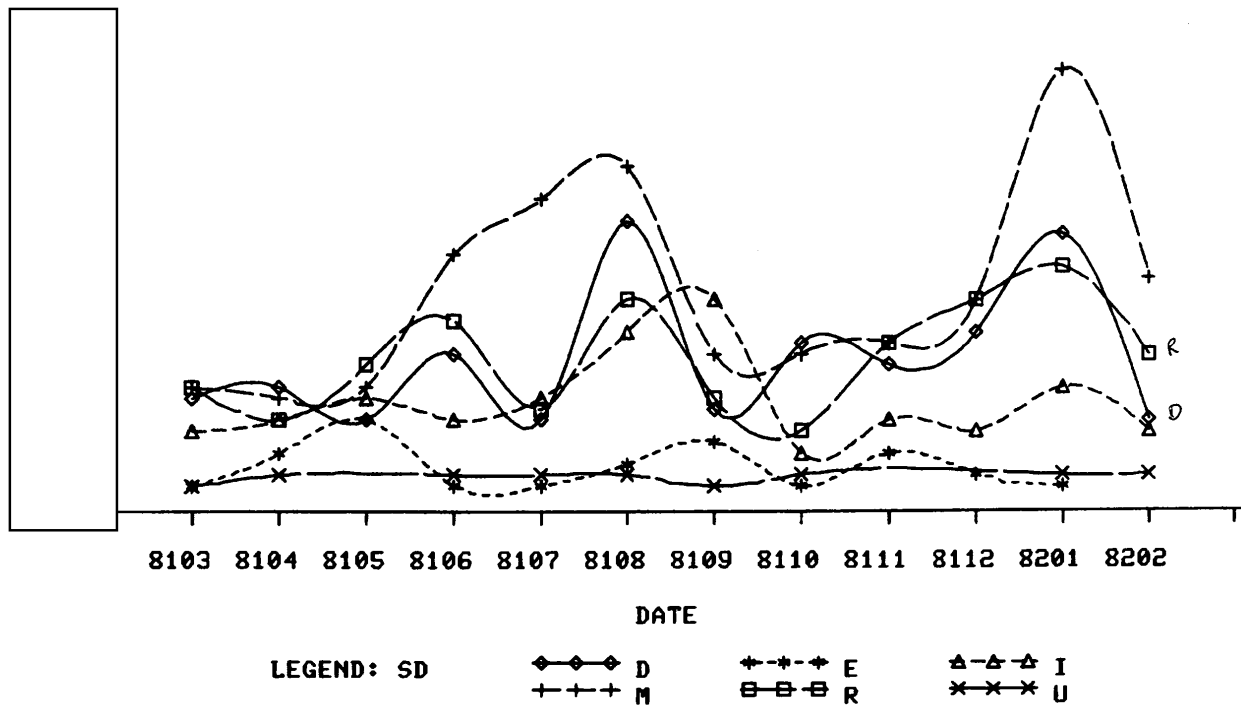
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Attachments

CHART A

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SEPARATIONS BY SD

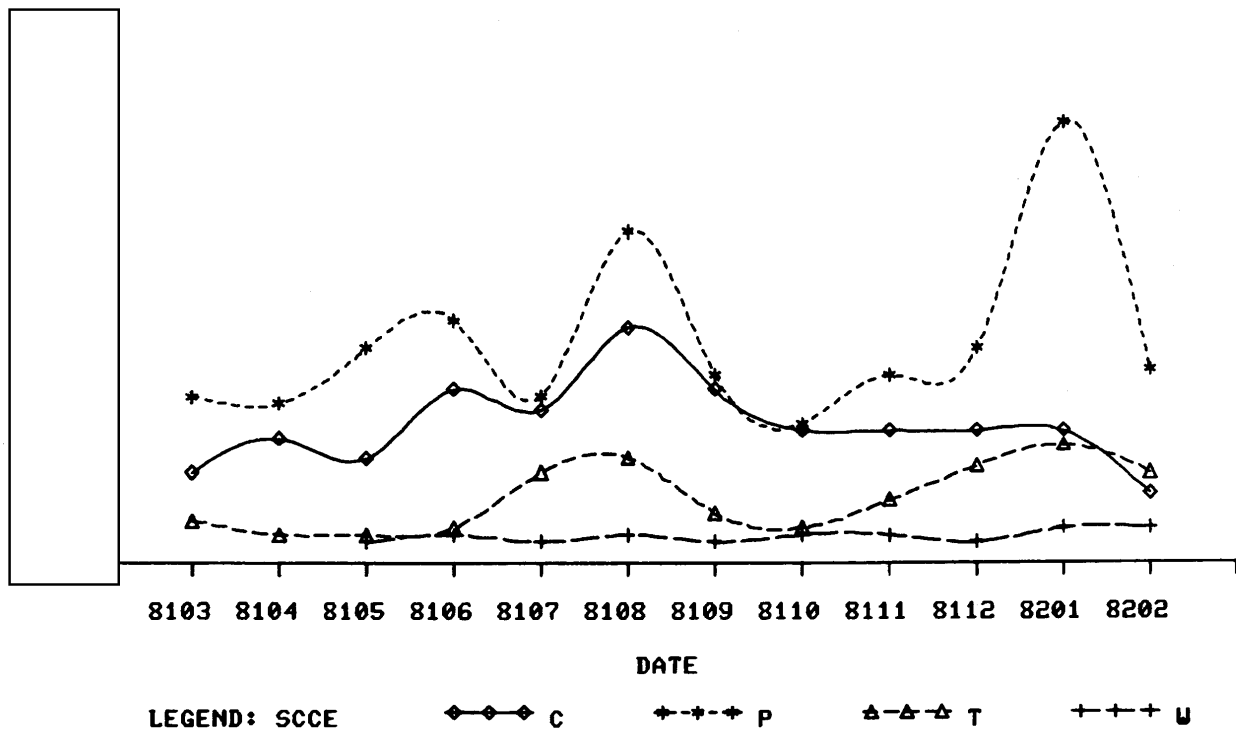


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CHART 3

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SEPARATIONS BY SUB-CAT CODE FY-81

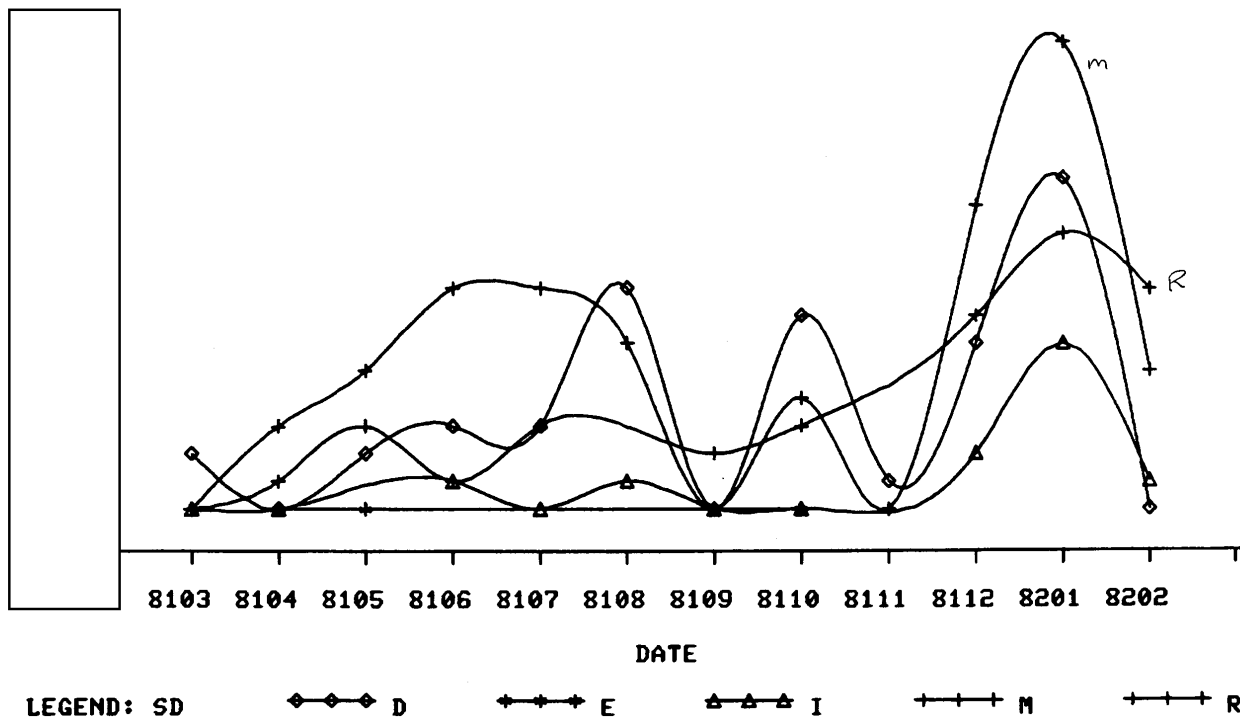


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CHART C

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RETIREMENTS BY SD

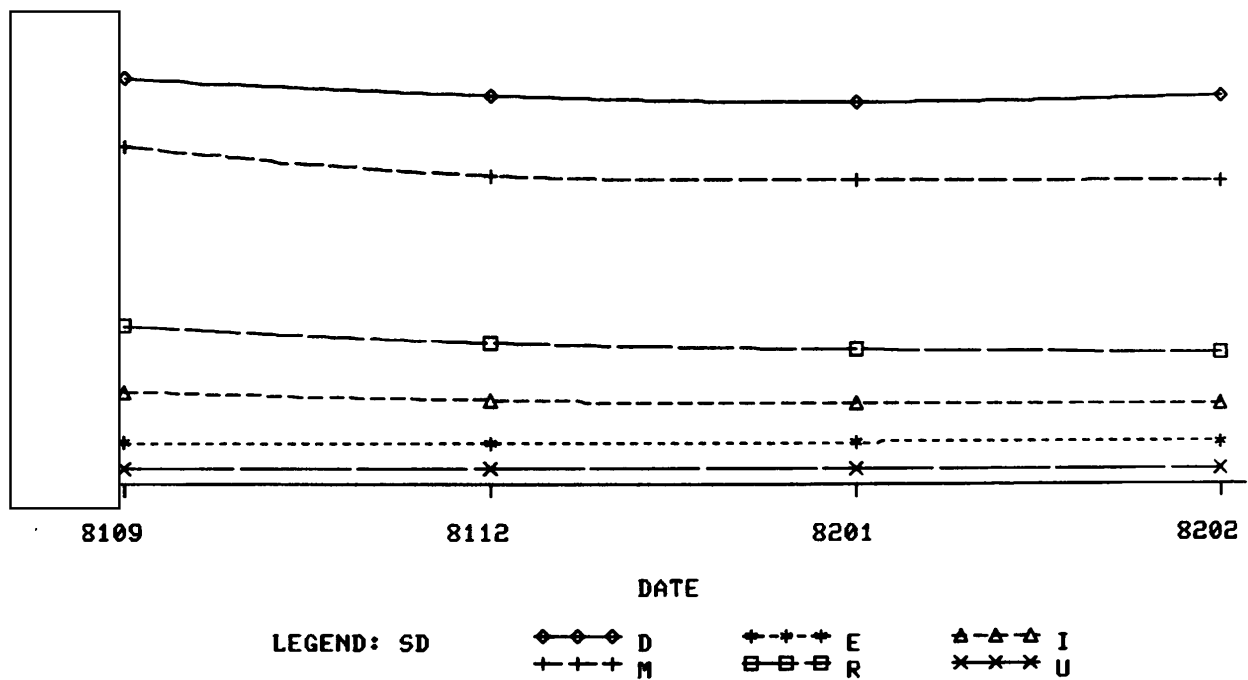


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CHART D

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RTMT ELIGIBLES BY SD FY-82

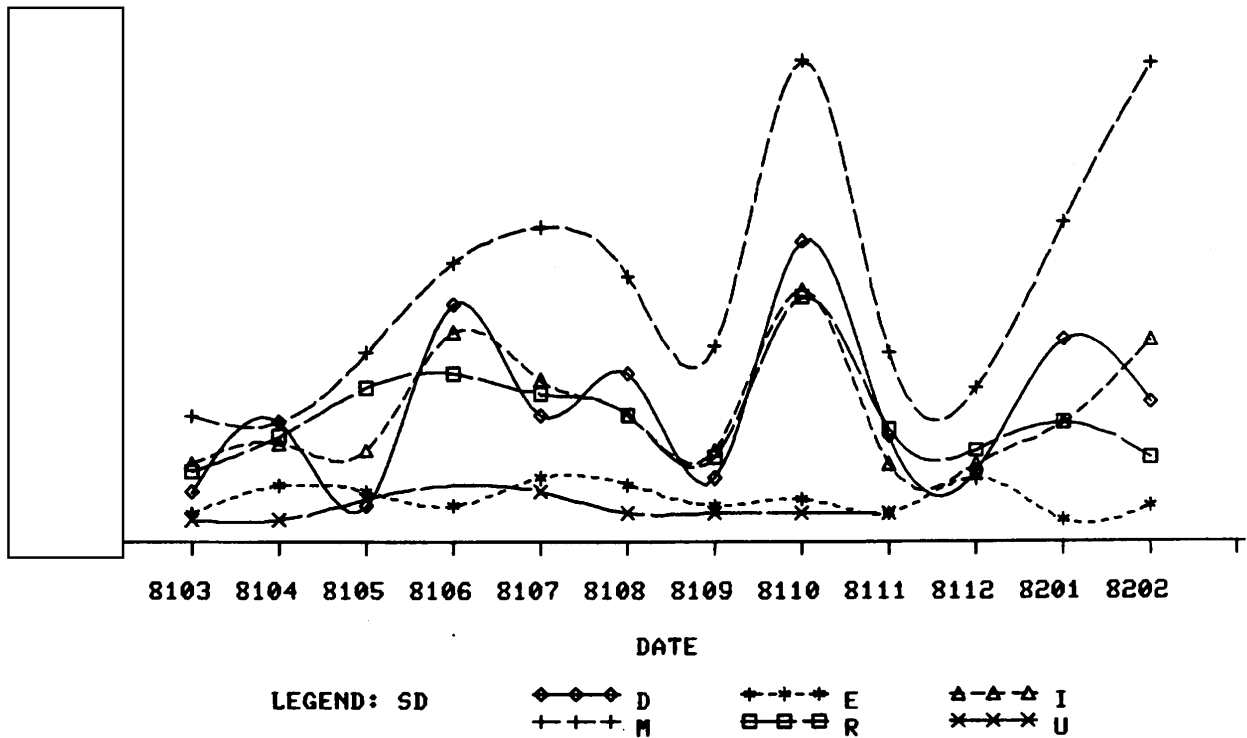


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CHART E

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ACCESSIONS BY SD

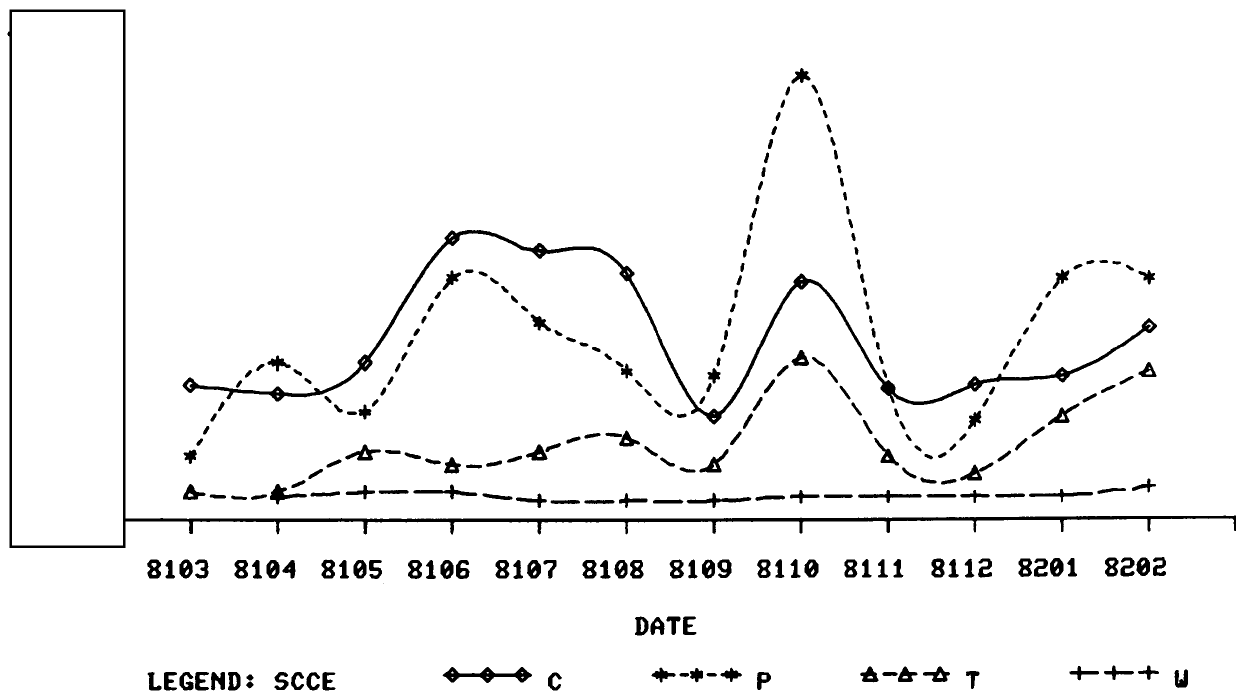


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CHART F

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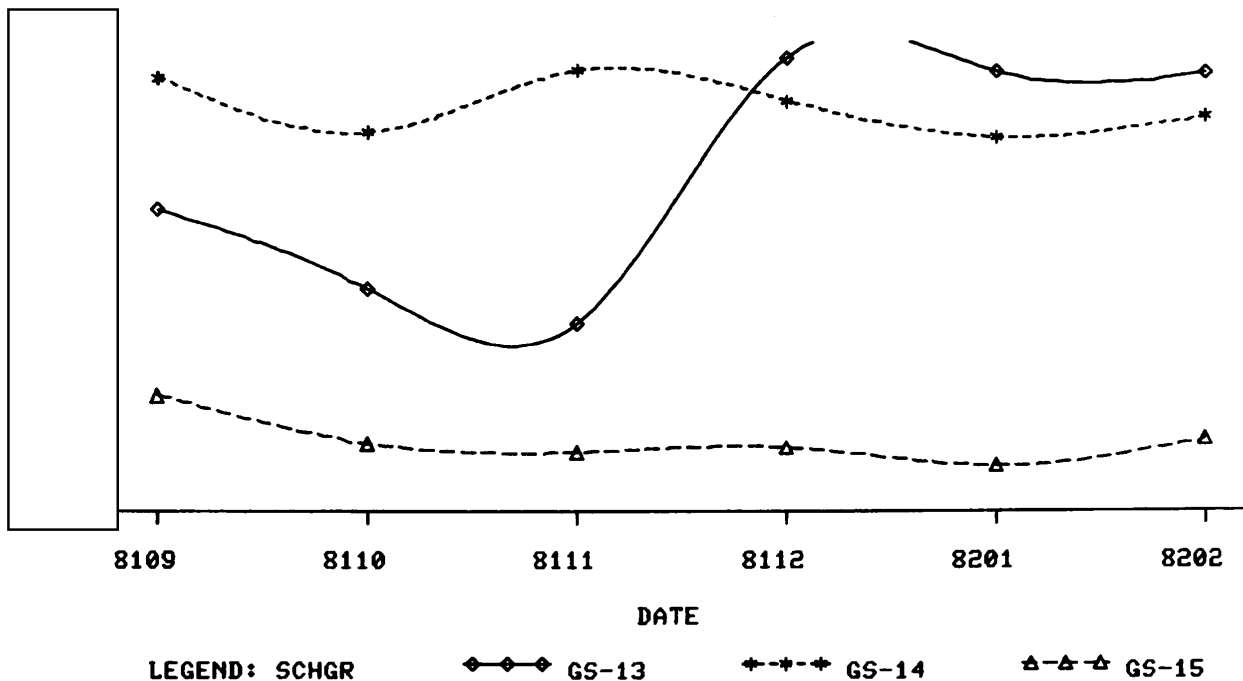
ACCESSIONS BY SUB-CAT CODE



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PRA BY SCHED/GRADE FY-82

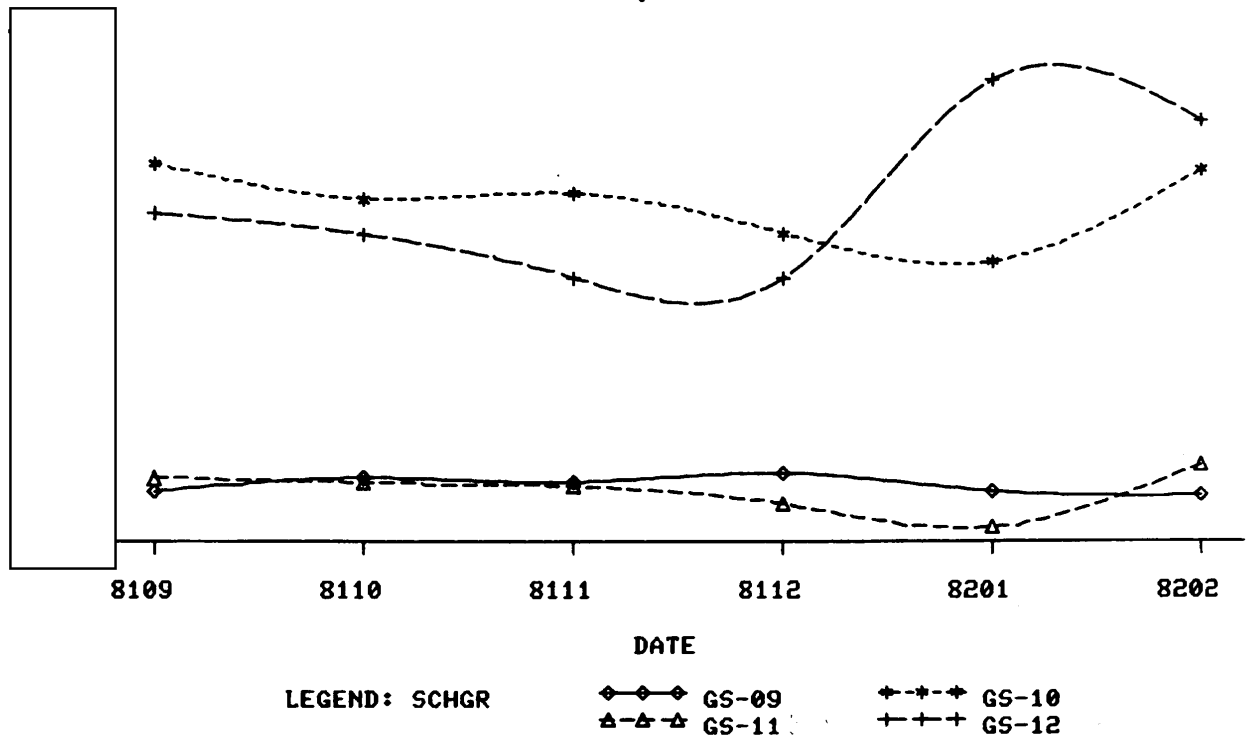


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CHART H

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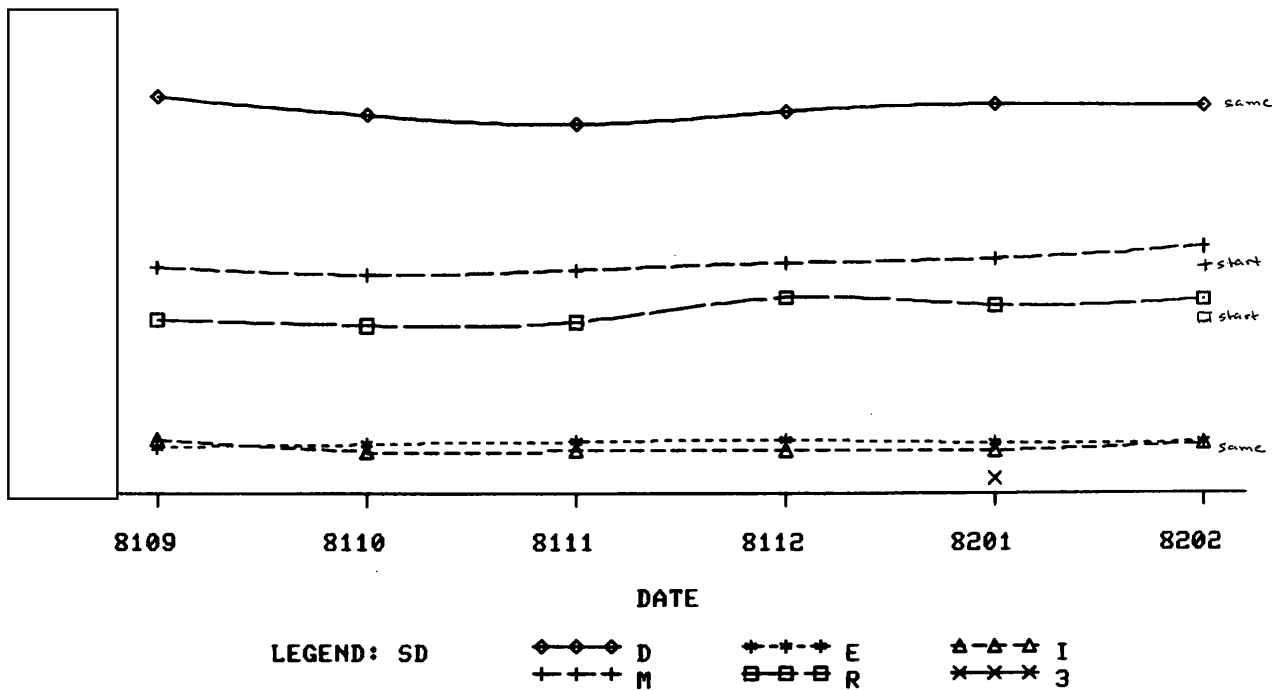


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CHART I

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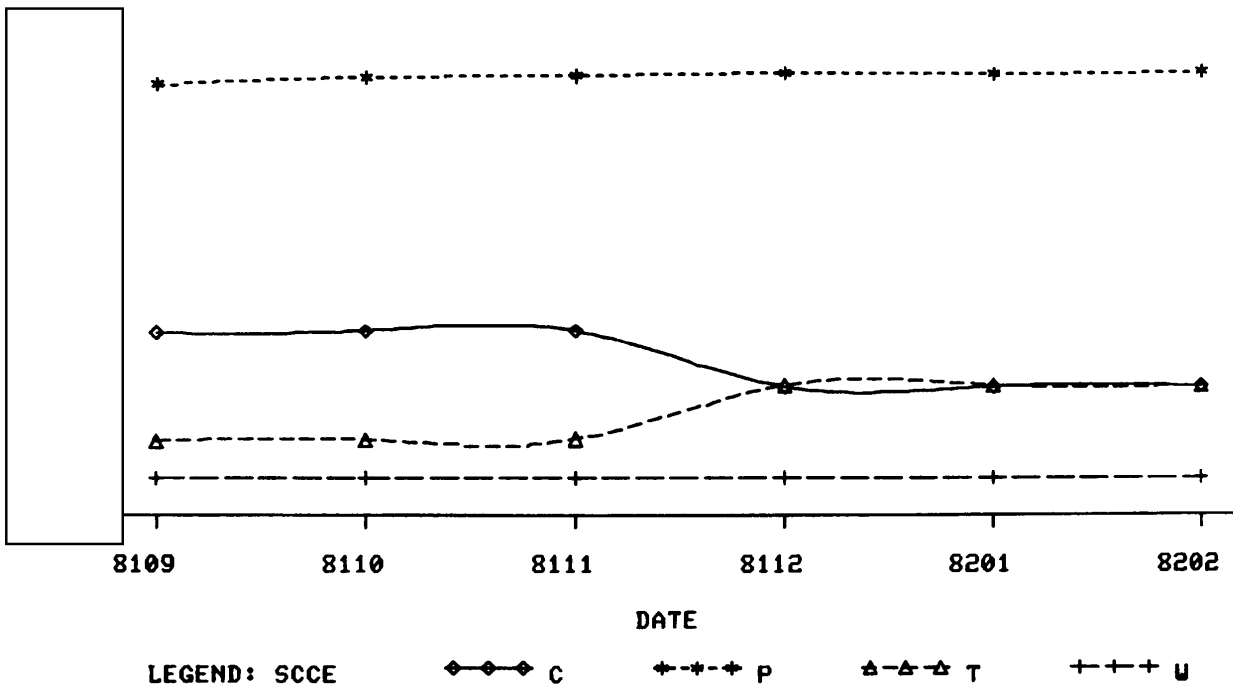


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CHART J

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ON-DUTY BY SUB-CAT CODE FY-82



S E C R E T

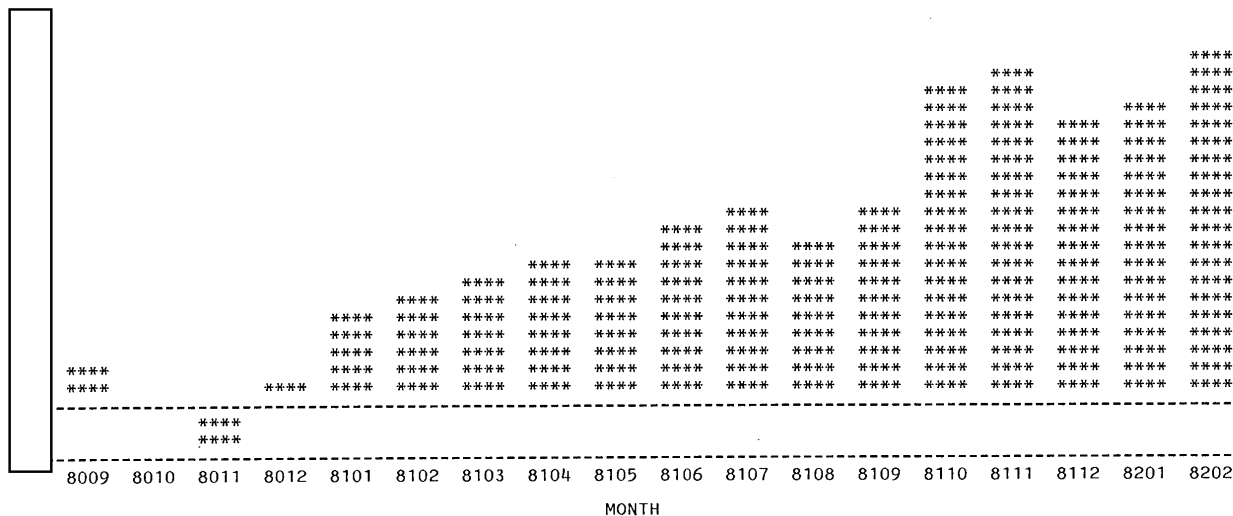
PCT CHANGE OF ON-DUTY STRENGTH FROM PREVIOUS YEAR

Approved For Release 2005/08/05 : CIA-RDP86-00024R000100040003-3

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CHART K

BAR CHART OF PCT



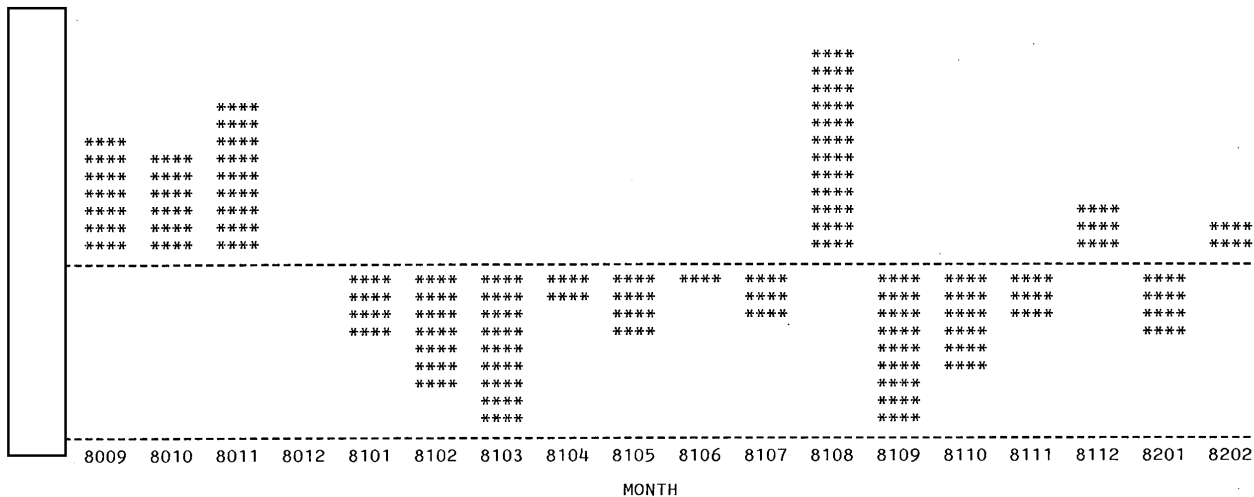
Approved For Release 2005/08/05 : CIA-RDP86-00024R000100040003-3

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BAR CHART OF PCT

CHART L



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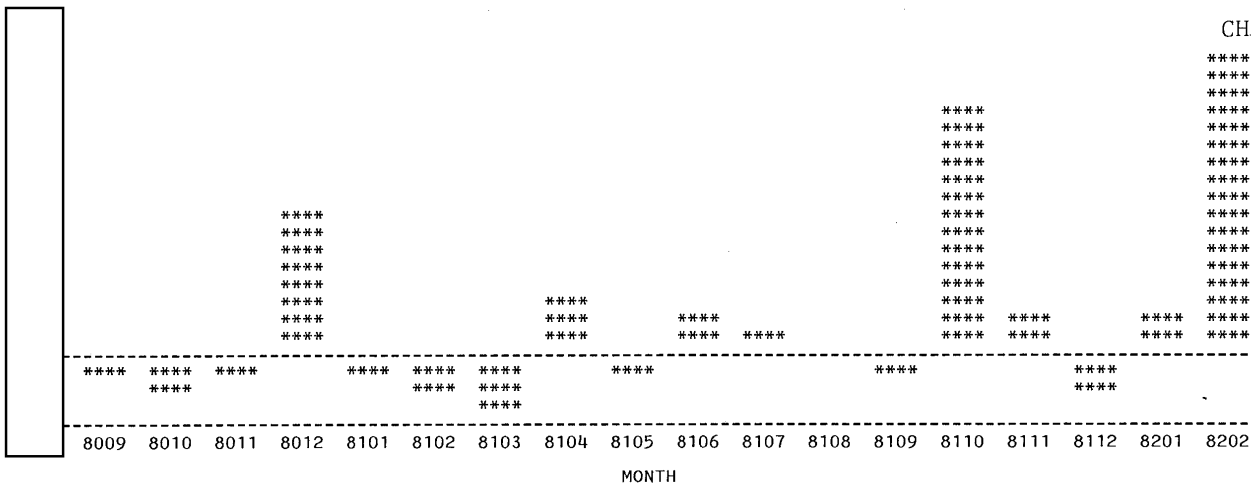
PCT CHANGE OF EODS FROM PREVIOUS YEAR

Approved For Release 2005/03/03 : CIA-RDP86-00024R000100040003-3

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BAR CHART OF PCT

CHART M

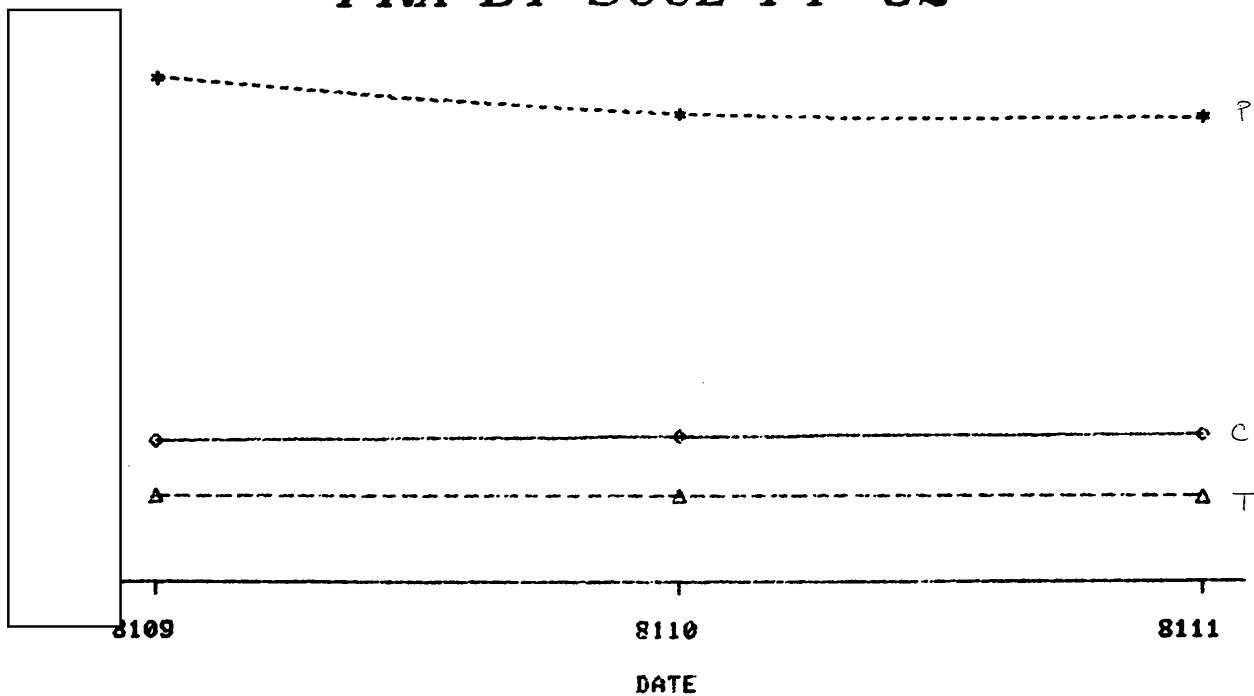


Approved For Release 2005/03/03 : CIA-RDP86-00024R000100040003-3

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PRA BY SCCE FY-82



LEGEND: SCCE

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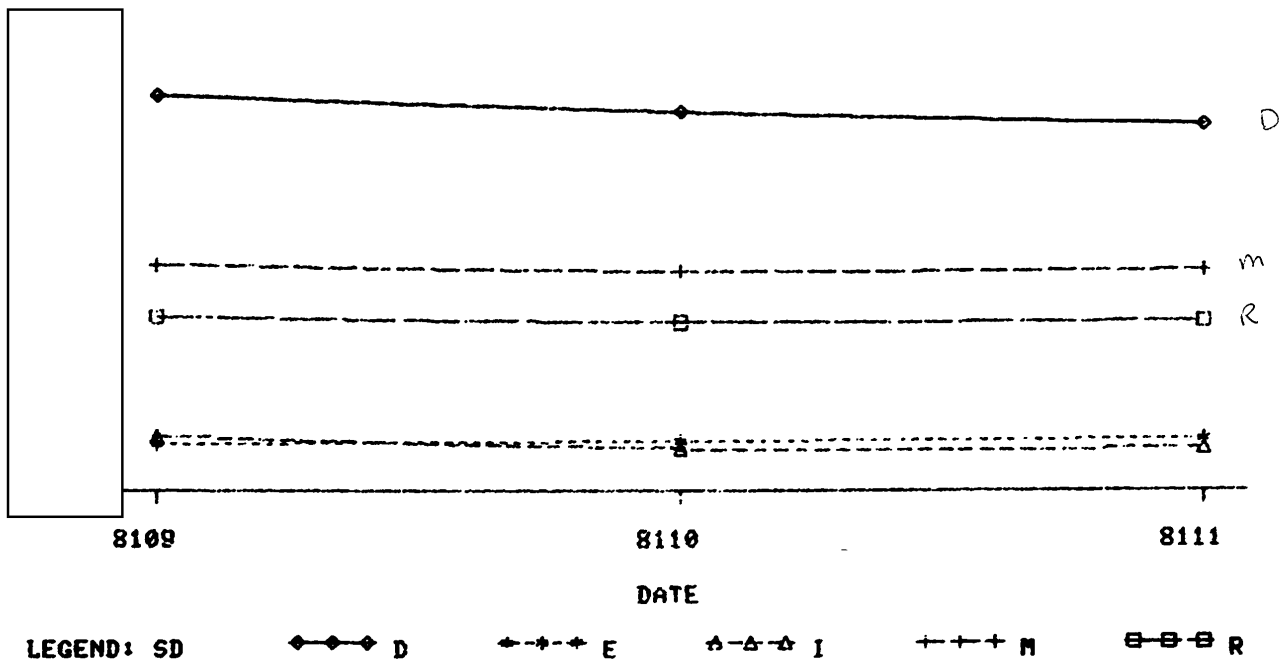
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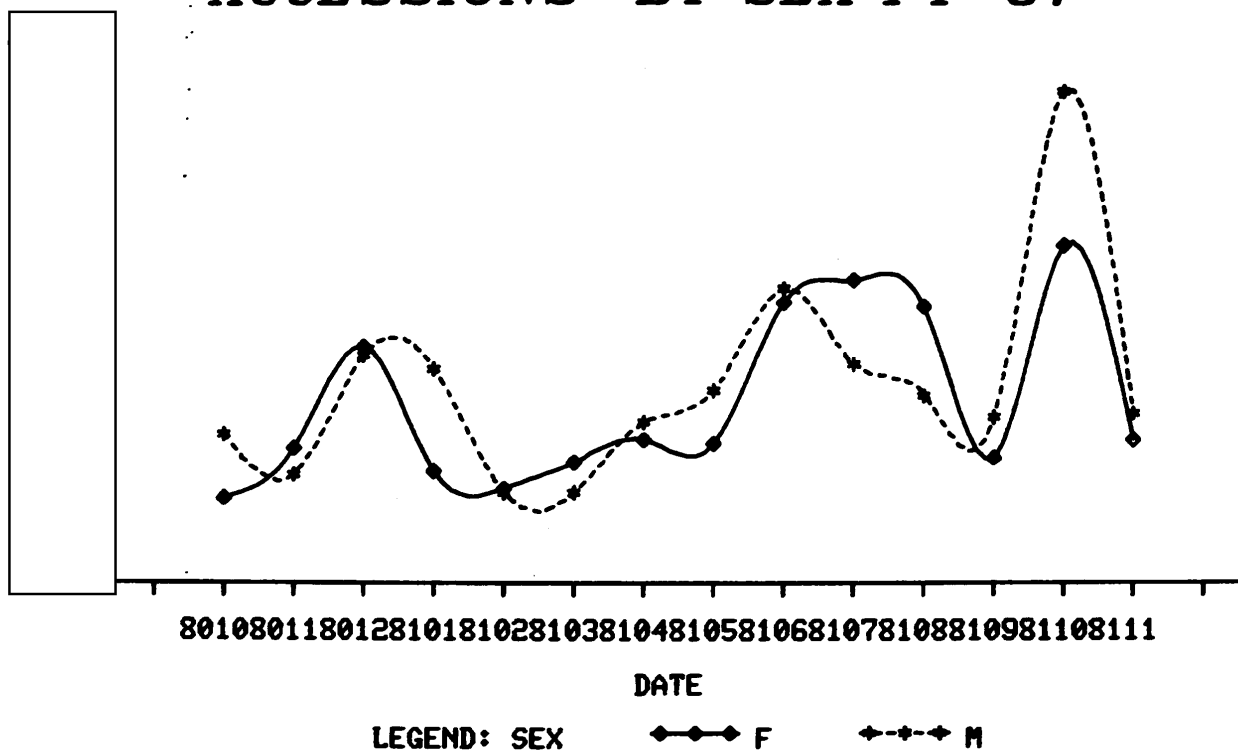
PRA BY SD FY-82



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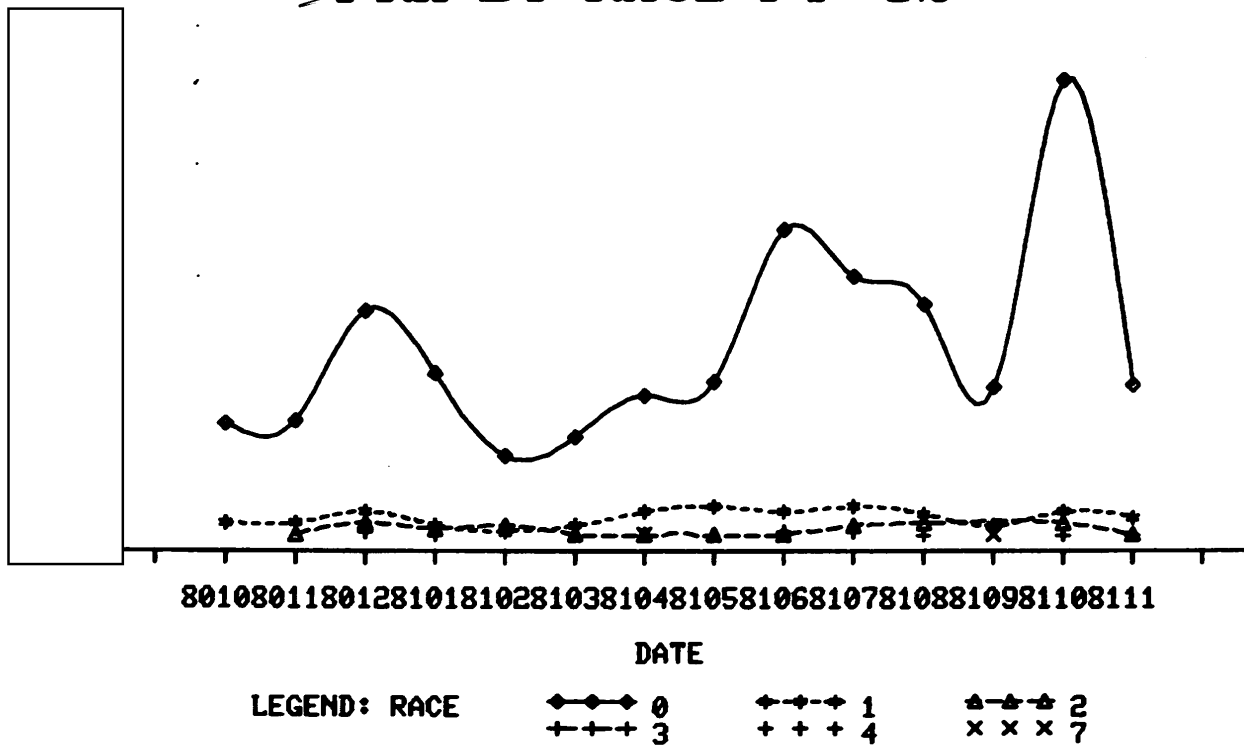
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ACCESSIONS BY SEX FY-81



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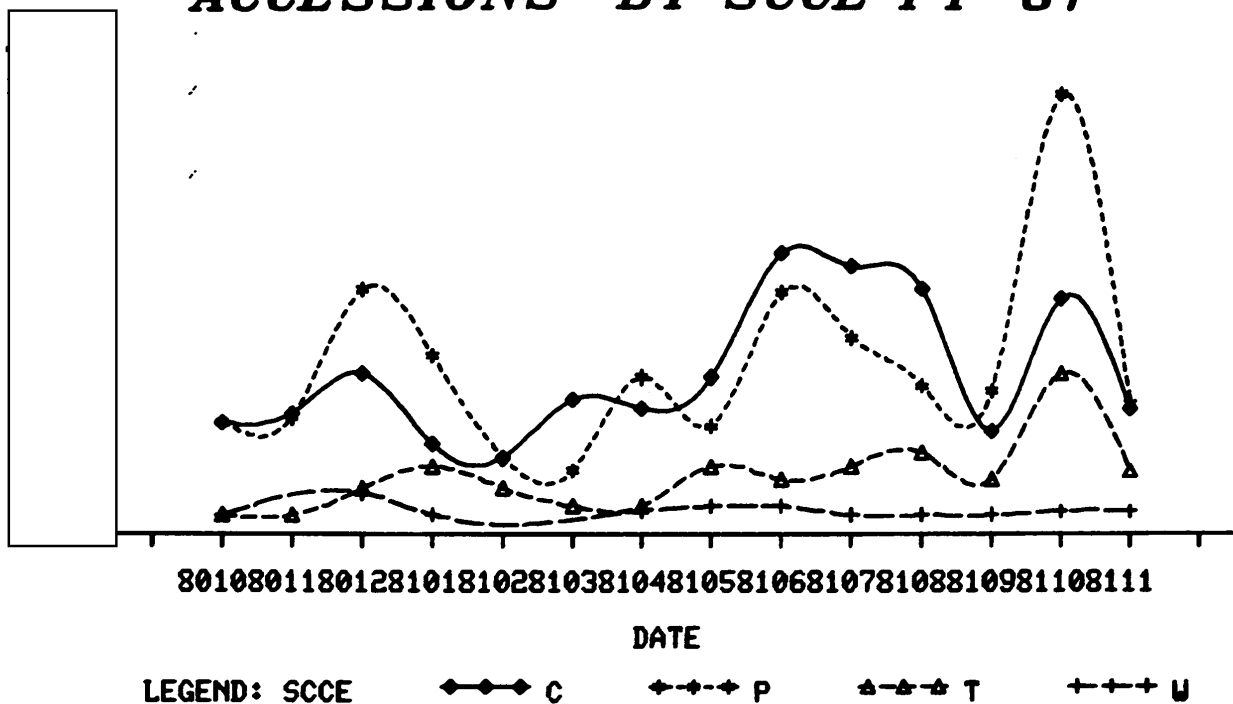
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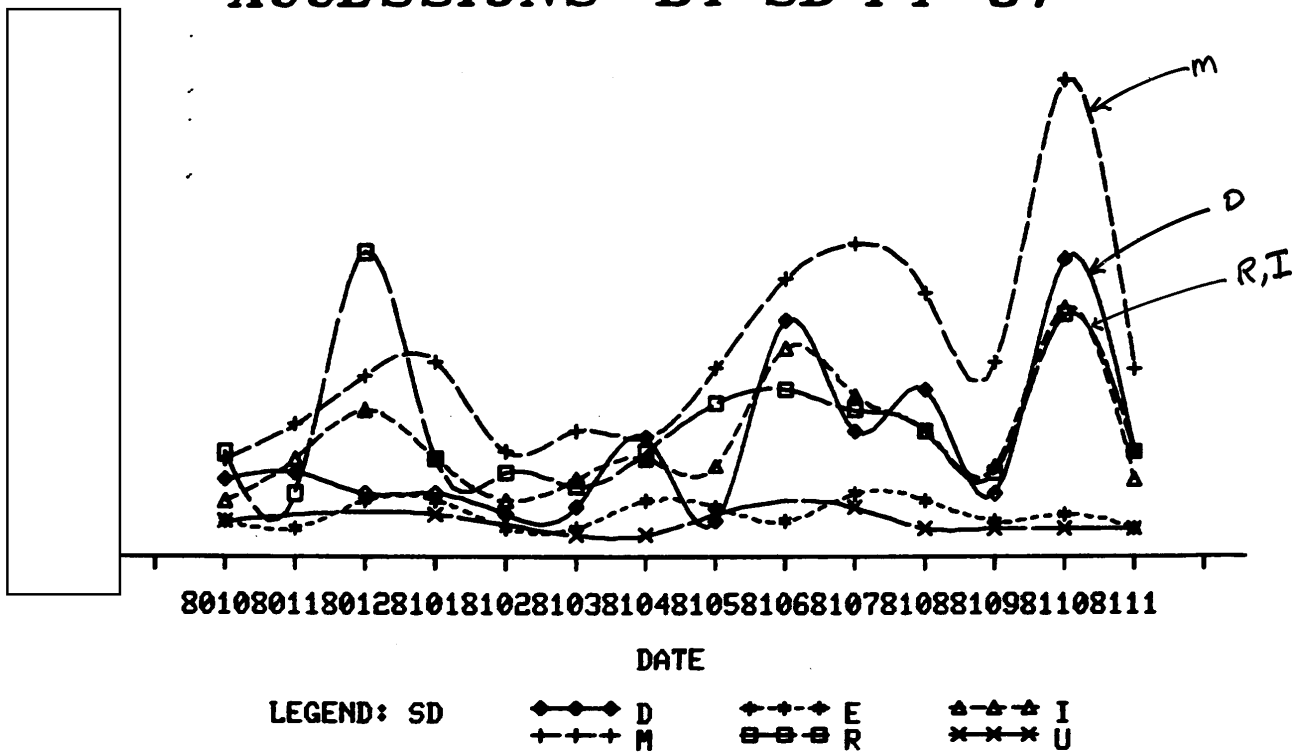
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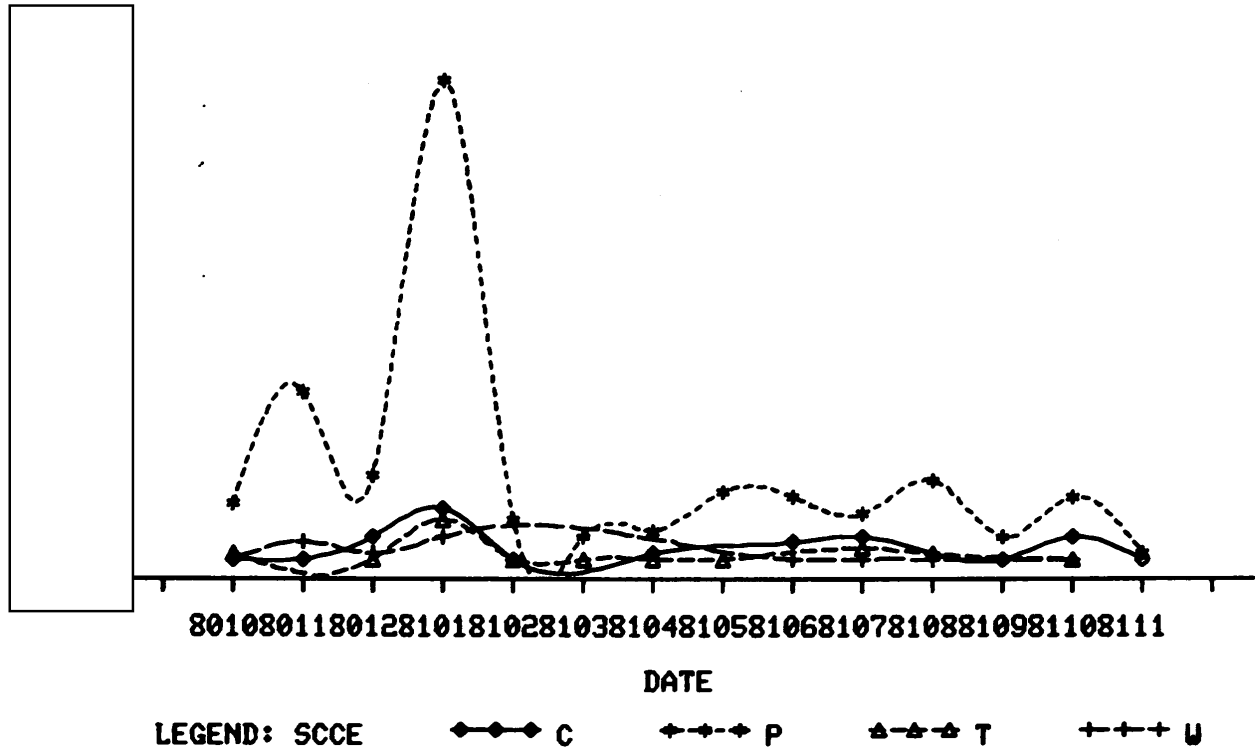
ACCESSIONS BY SD FY-81



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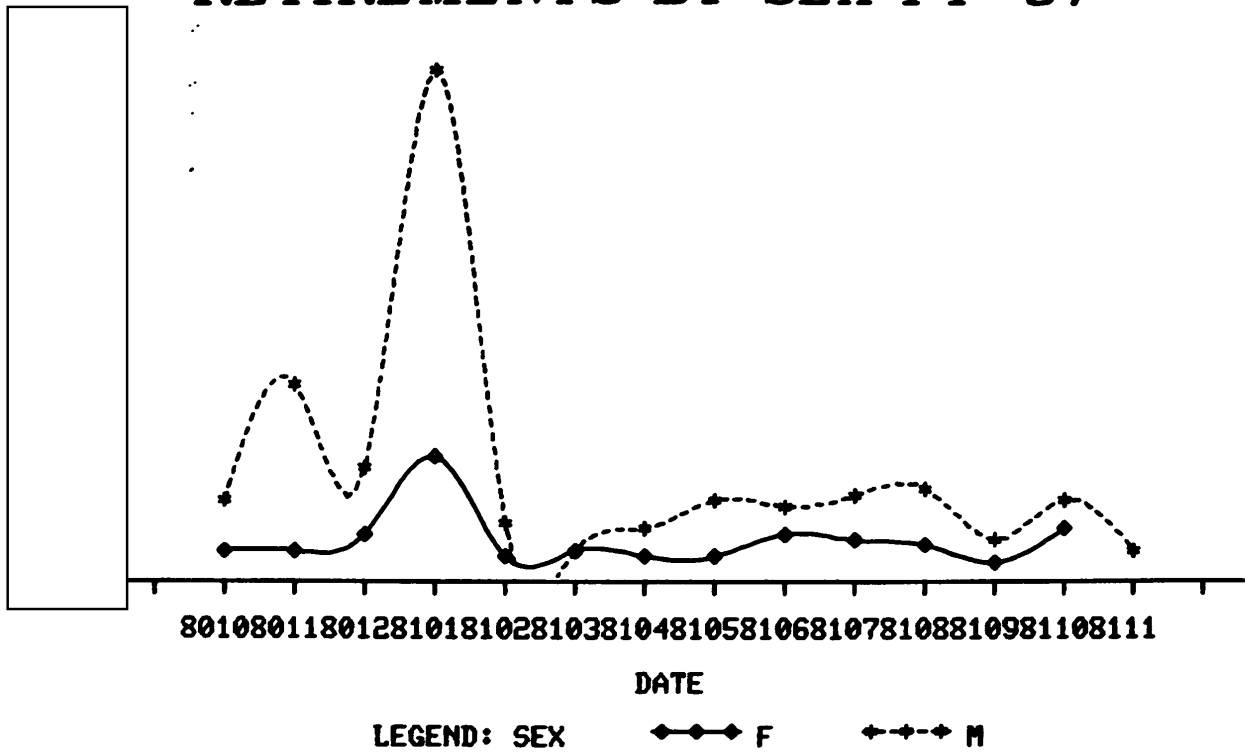
RETIREMENTS BY SCCE FY-81



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RETIREMENTS BY SEX FY-81

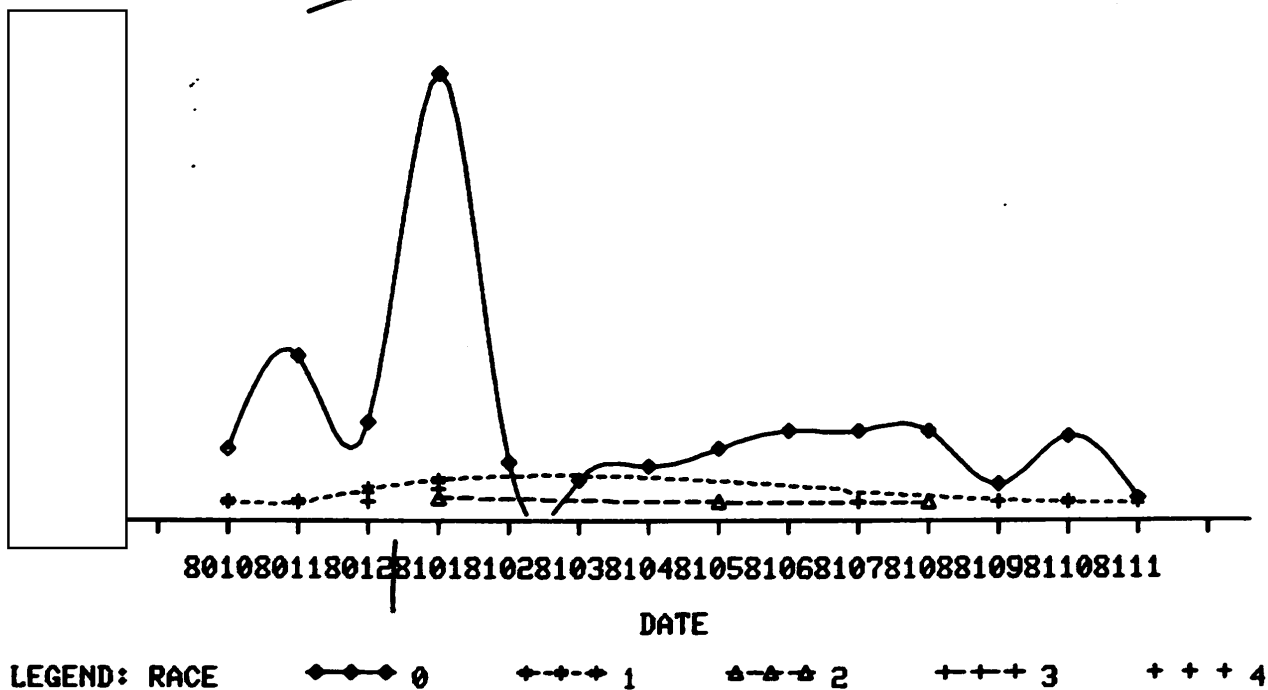


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PRA BY RACE FY-82

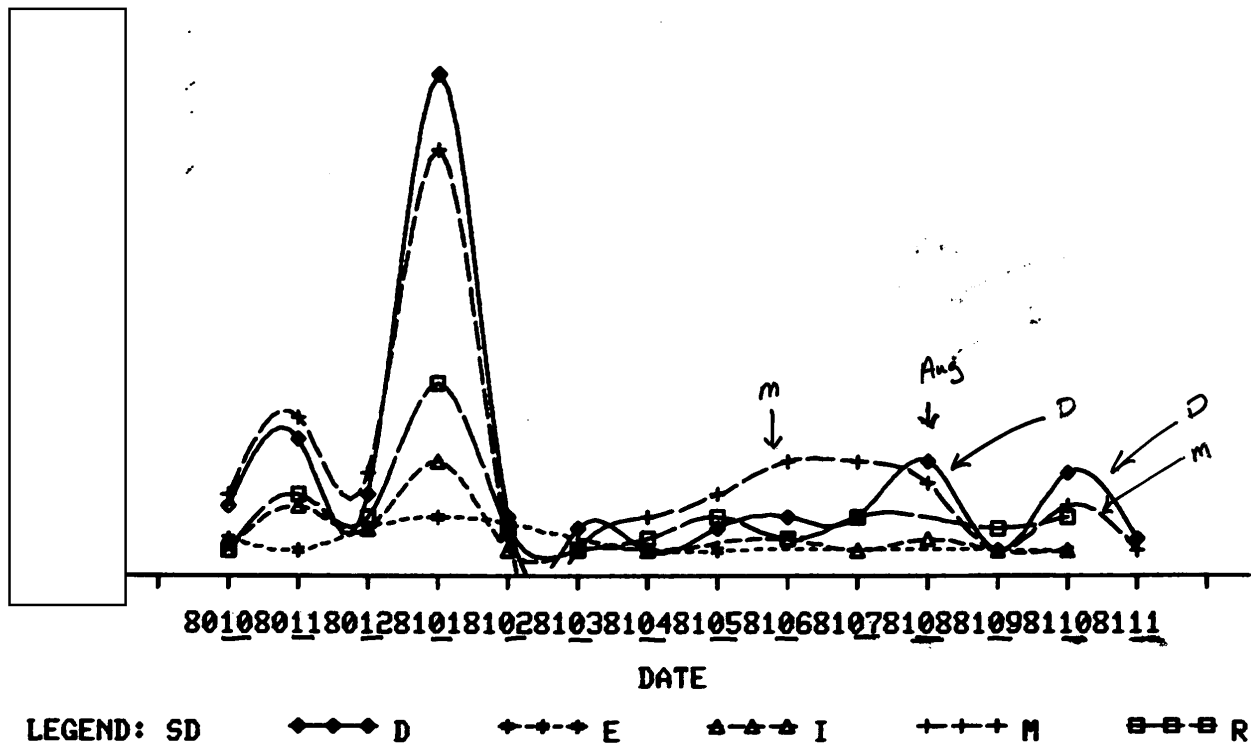
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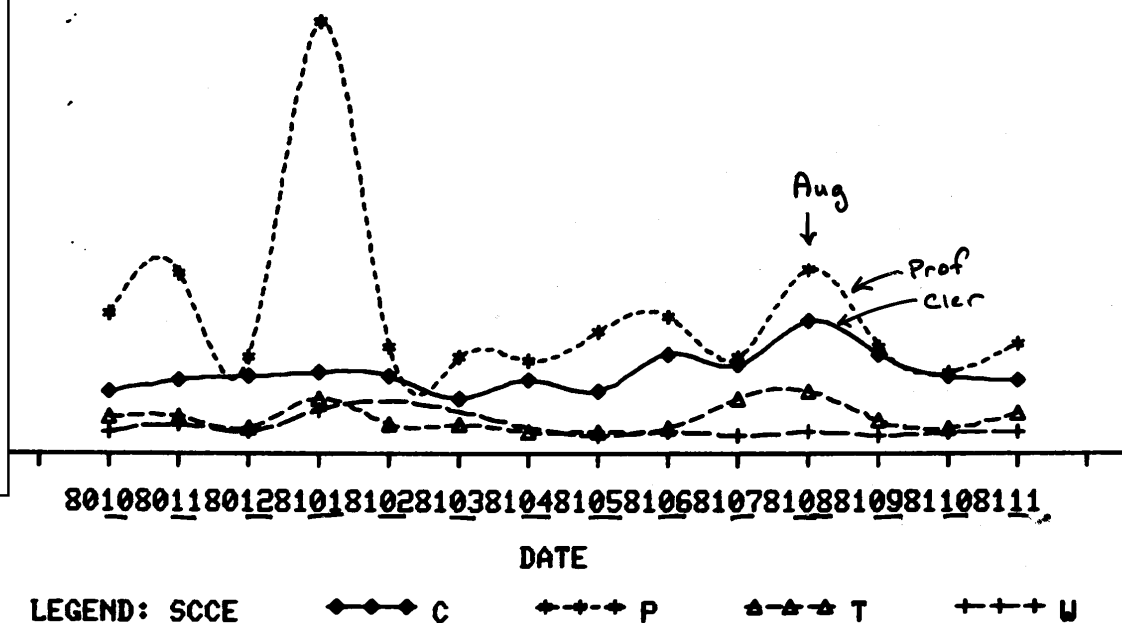
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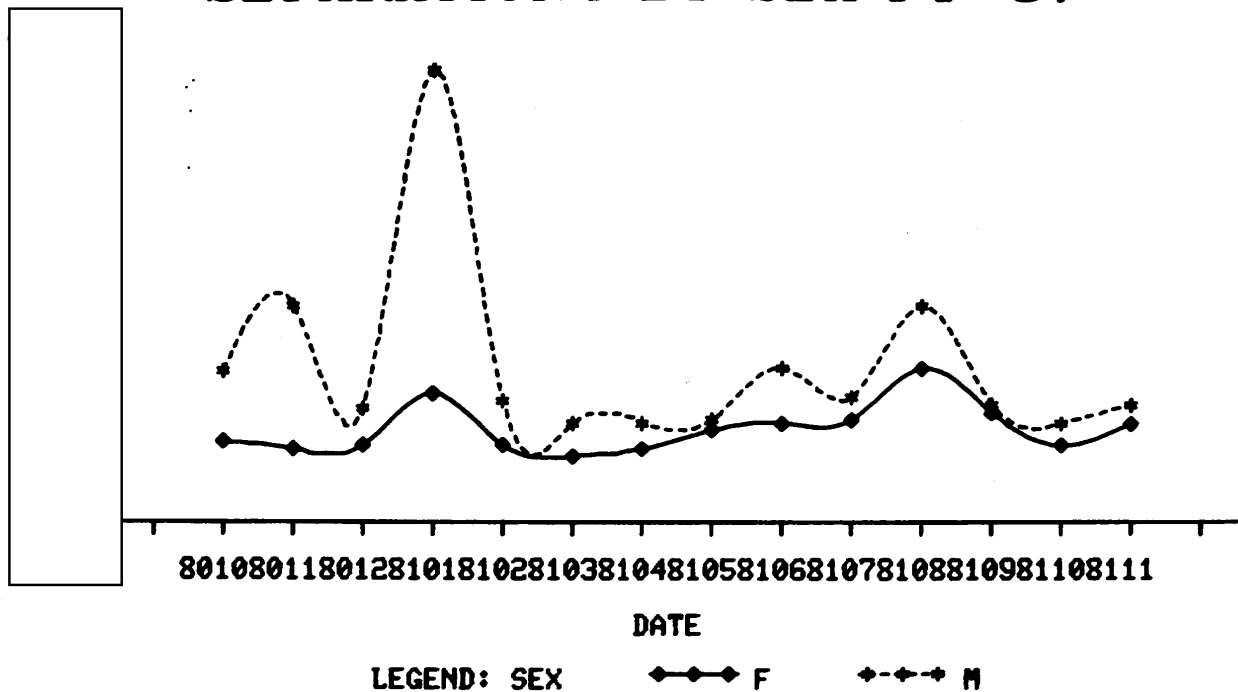
SEPARATIONS BY SCCE FY-81



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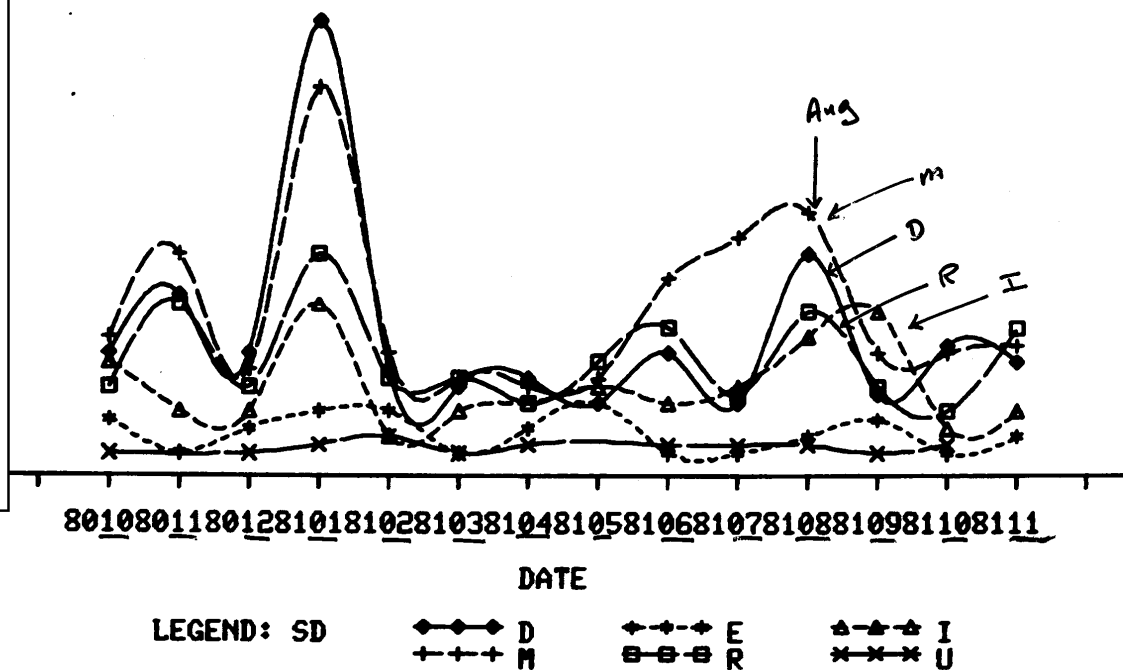
SEPARATIONS BY SEX FY-81



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SEPARATIONS BY SD FY-81



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PCT CHANGE OF ACCESSIONS FROM PREVIOUS YEAR

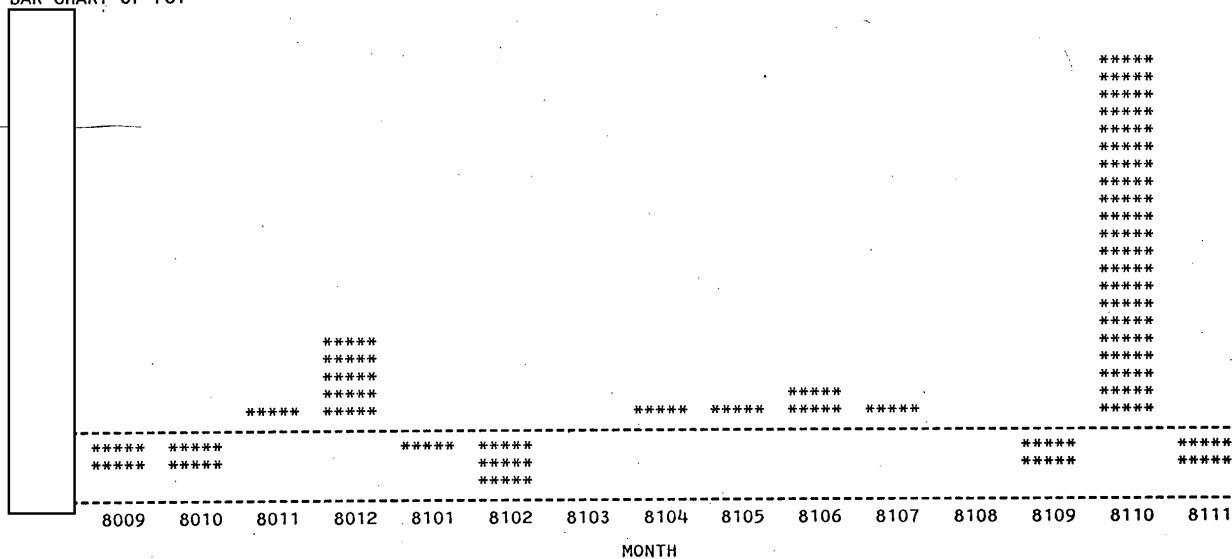
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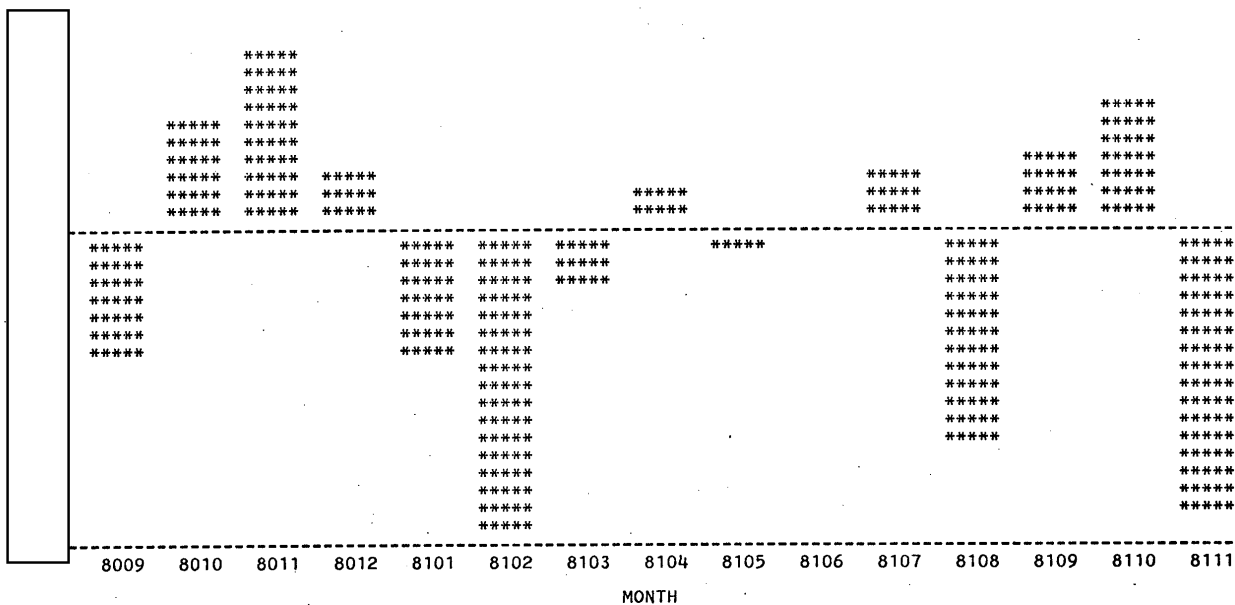
Chart 2

PCT CHANGE OF LOSSES FROM PREVIOUS YEAR

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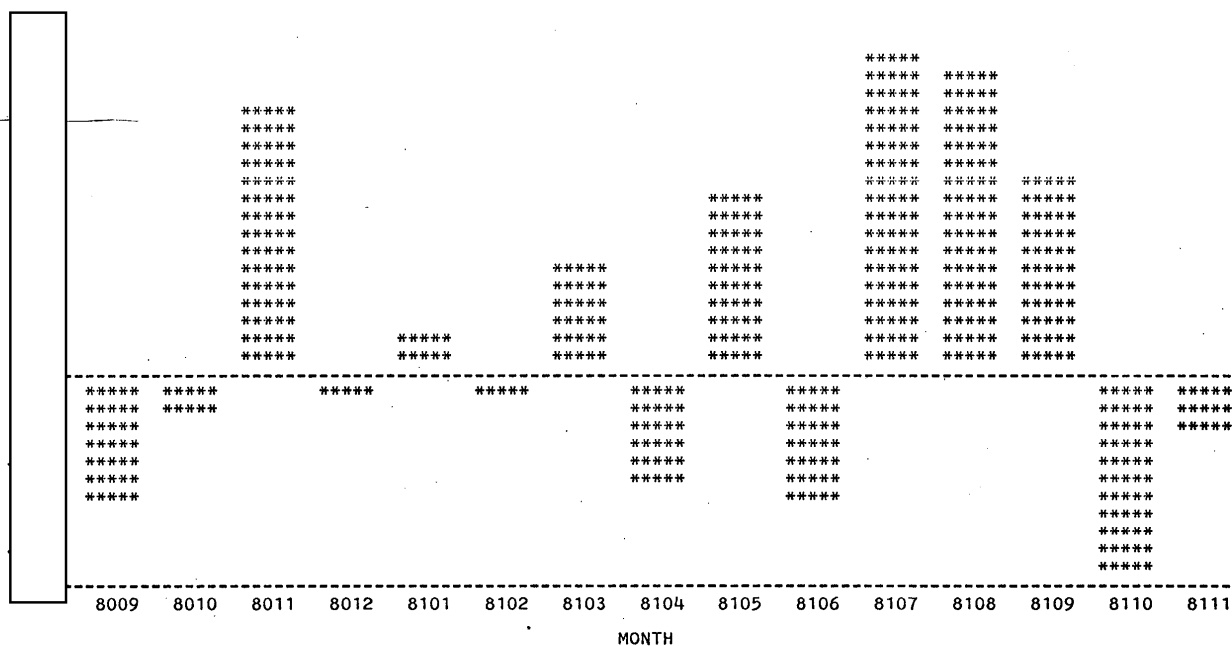
PCT CHANGE OF PROMOTIONS FROM PREVIOUS YEAR

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Y CONVERSIONS FROM PREVIOUS YEAR
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Chart # 4

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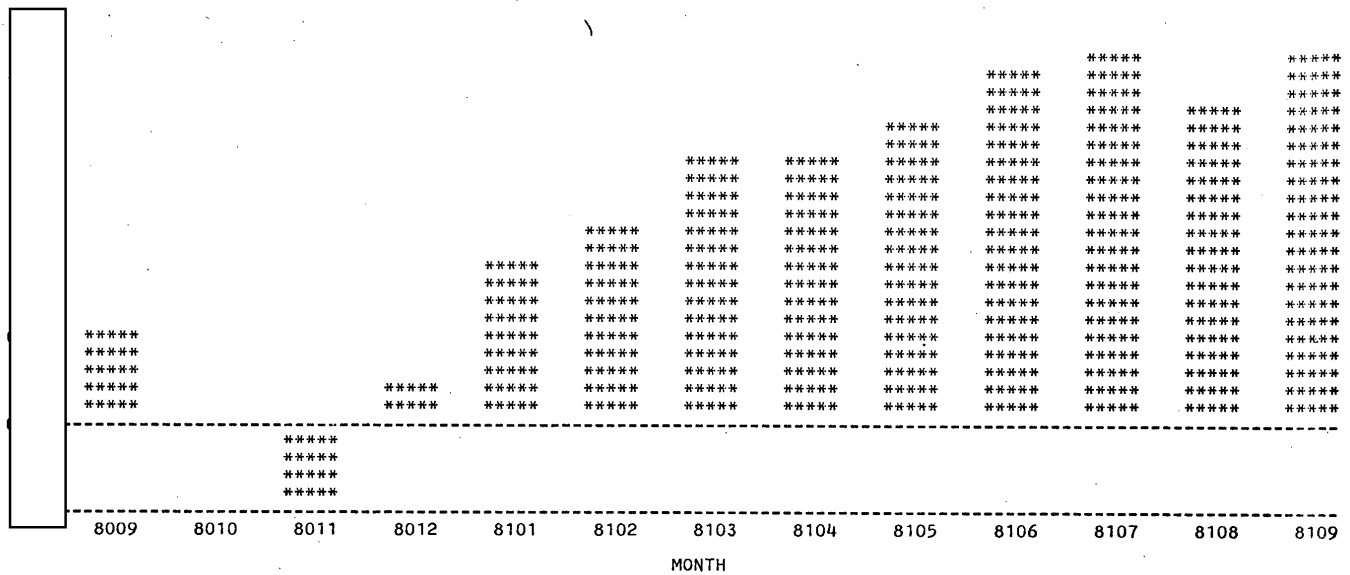
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Approved For Release 2005/08/03 : CIA-RDP86-00024R000100040003-3

Char 15

PCT CHANGE OF ON-DUTY STRENGTH FROM PREVIOUS YEAR

BAR CHART OF PCT



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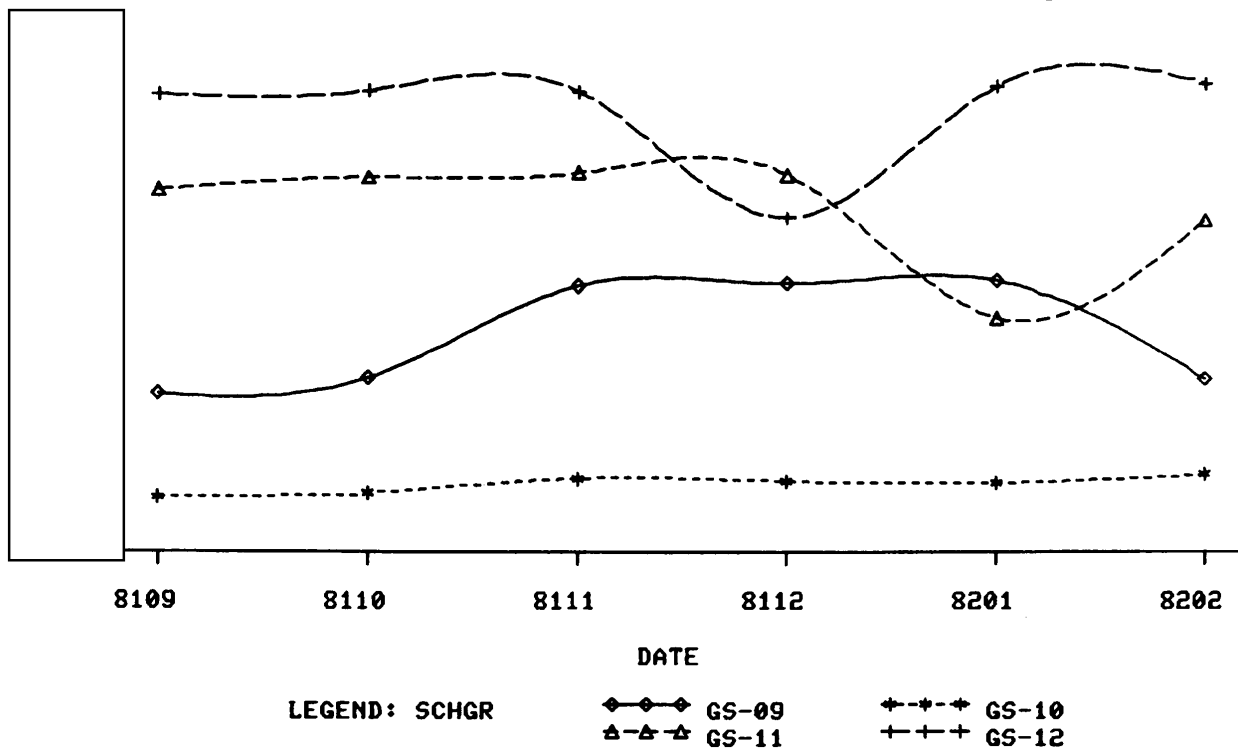
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FEBRUARY 1982



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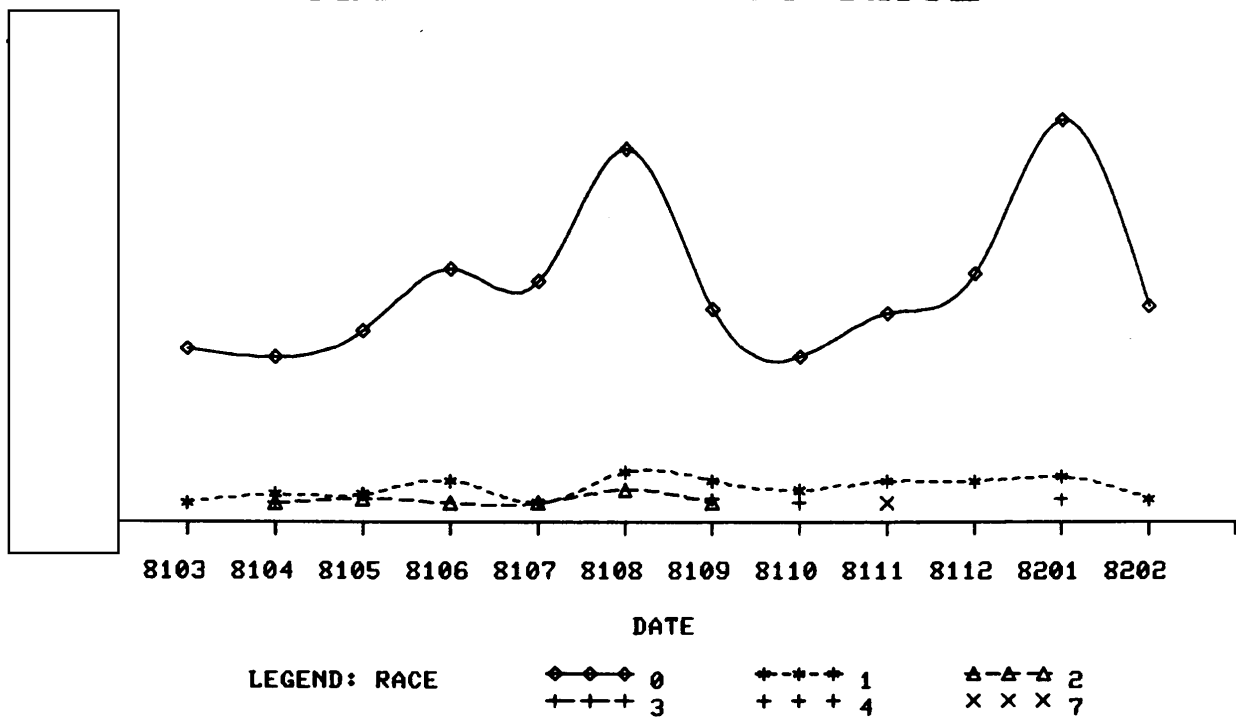
ON-DUTY BY SCHGR FY-82



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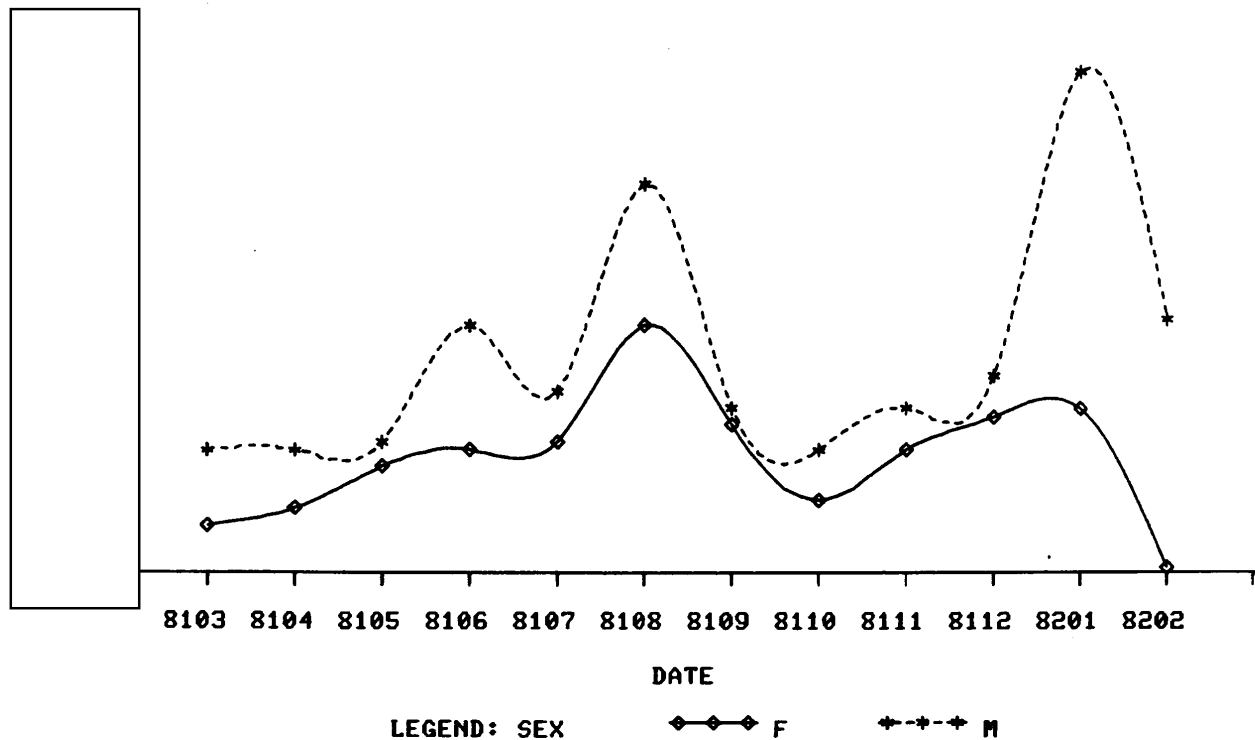
SEPARATIONS BY RACE



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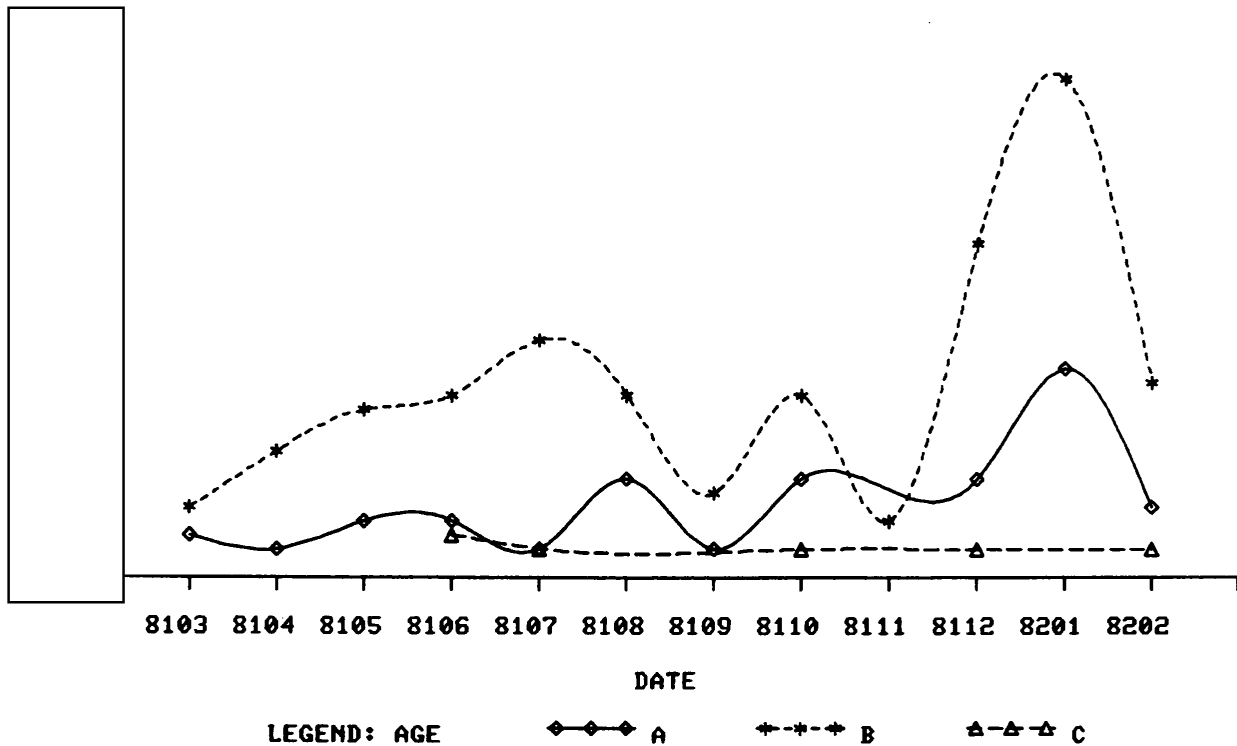
SEPARATIONS BY SEX



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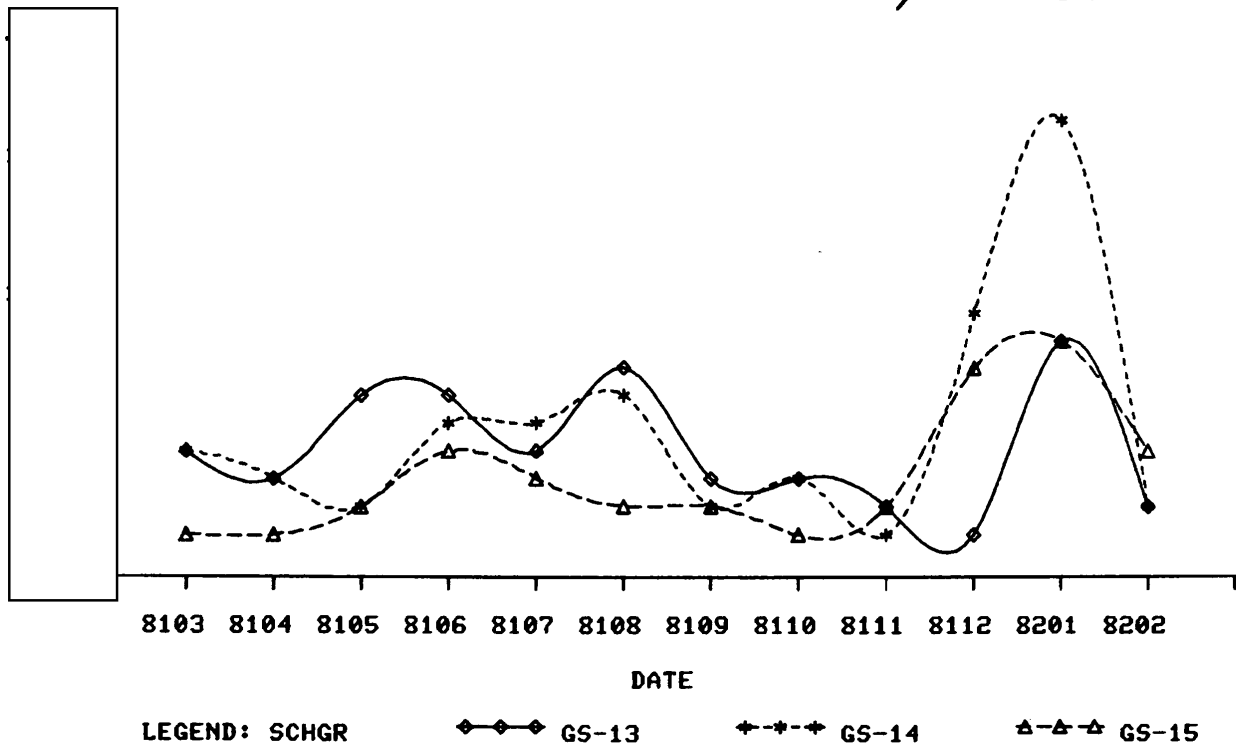
RETIREMENTS BY AGE



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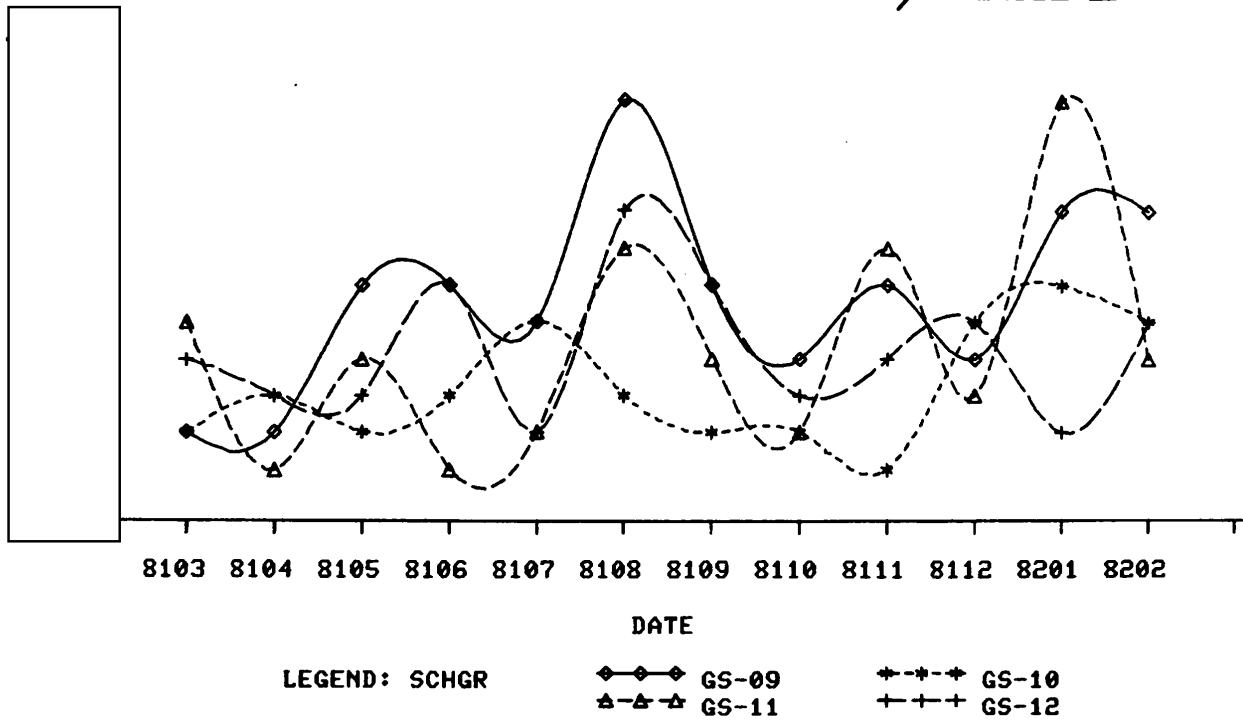
SEPARATIONS BY SCHED/GRADE



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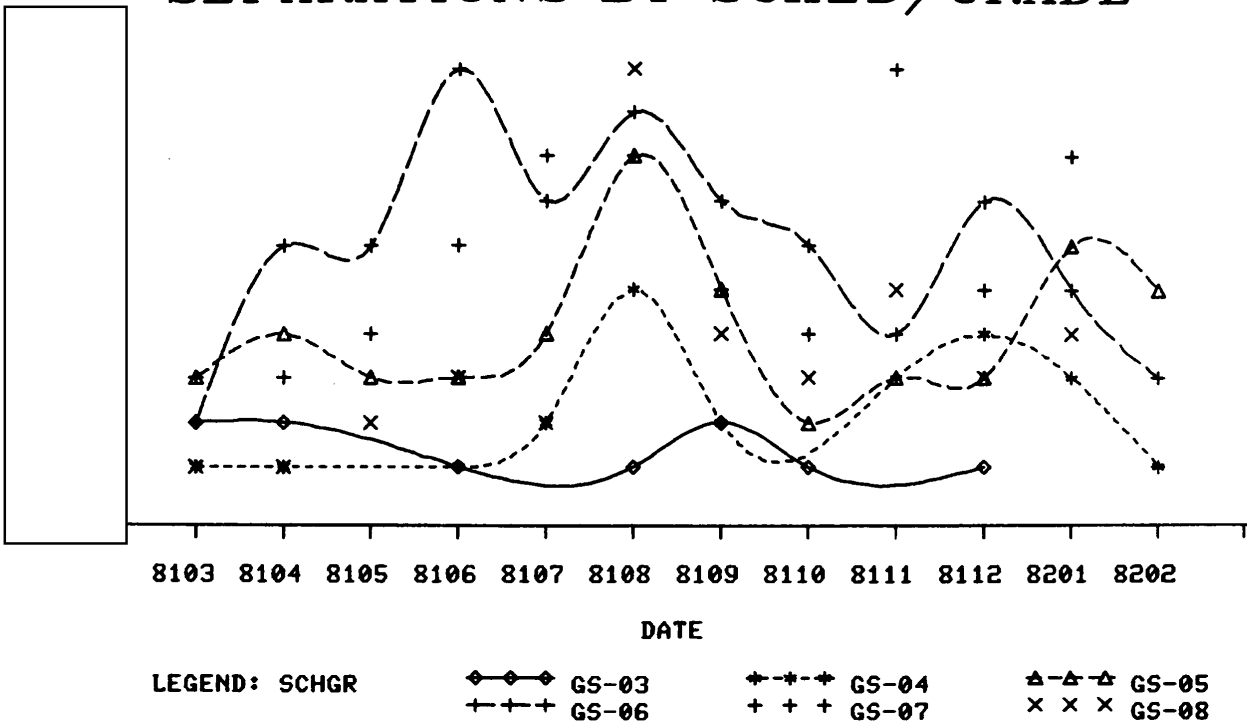
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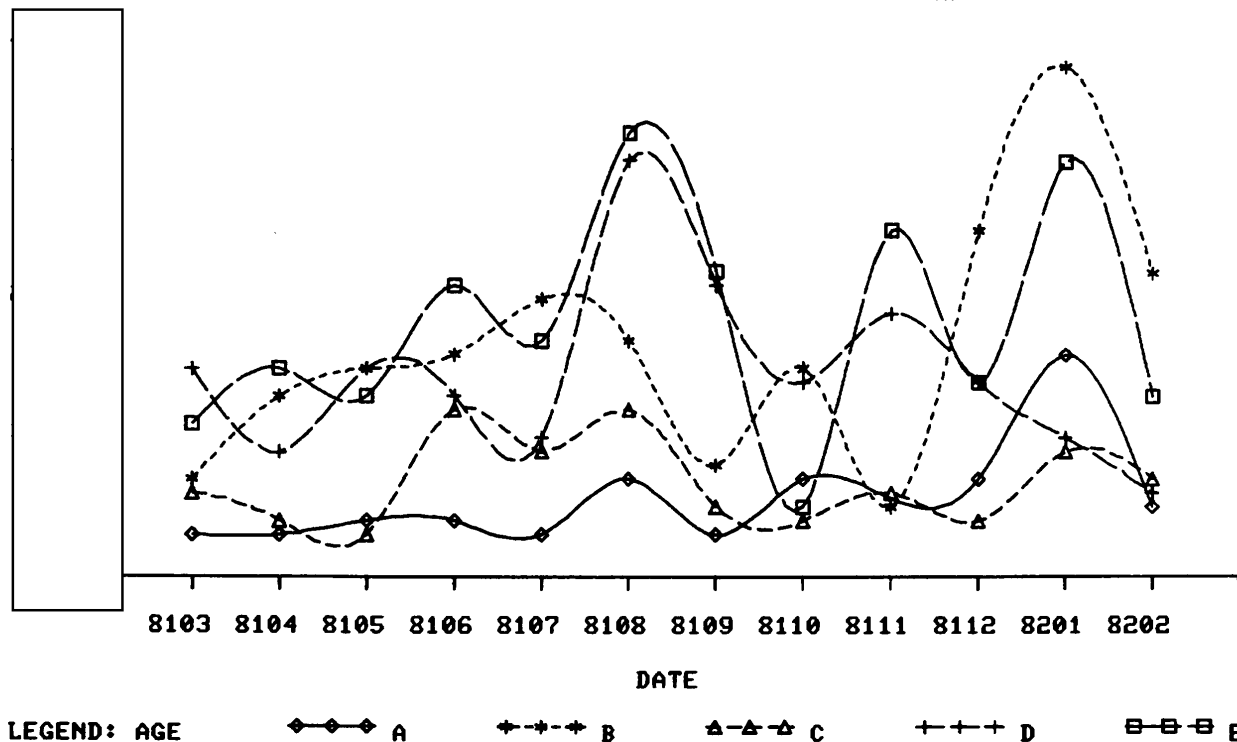
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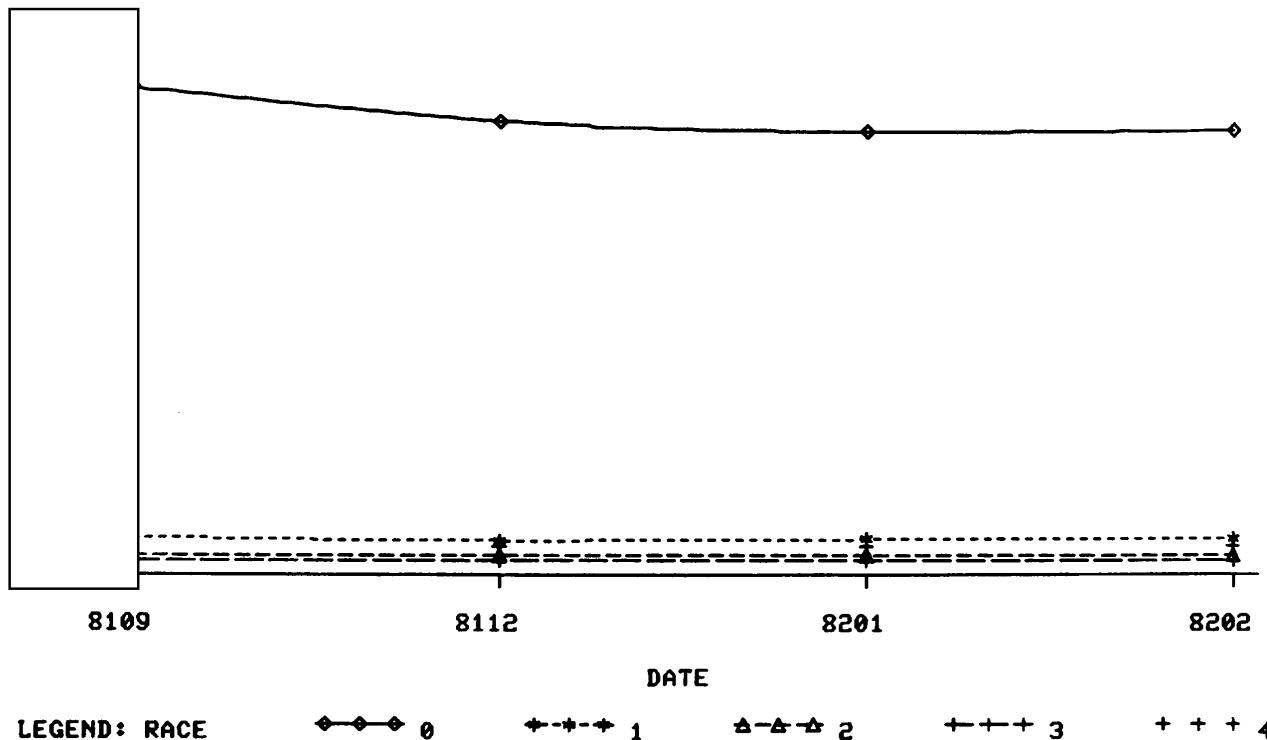
SEPARATIONS BY AGE



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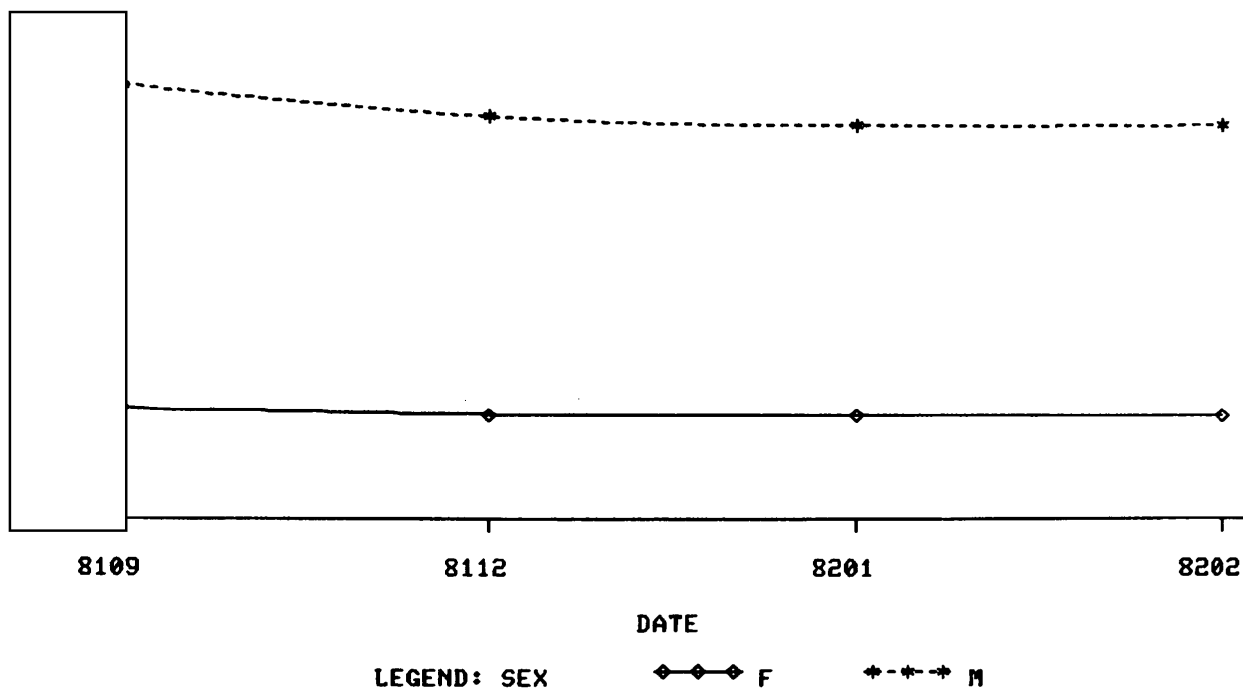
RTMT ELIGIBLES BY RACE FY-82



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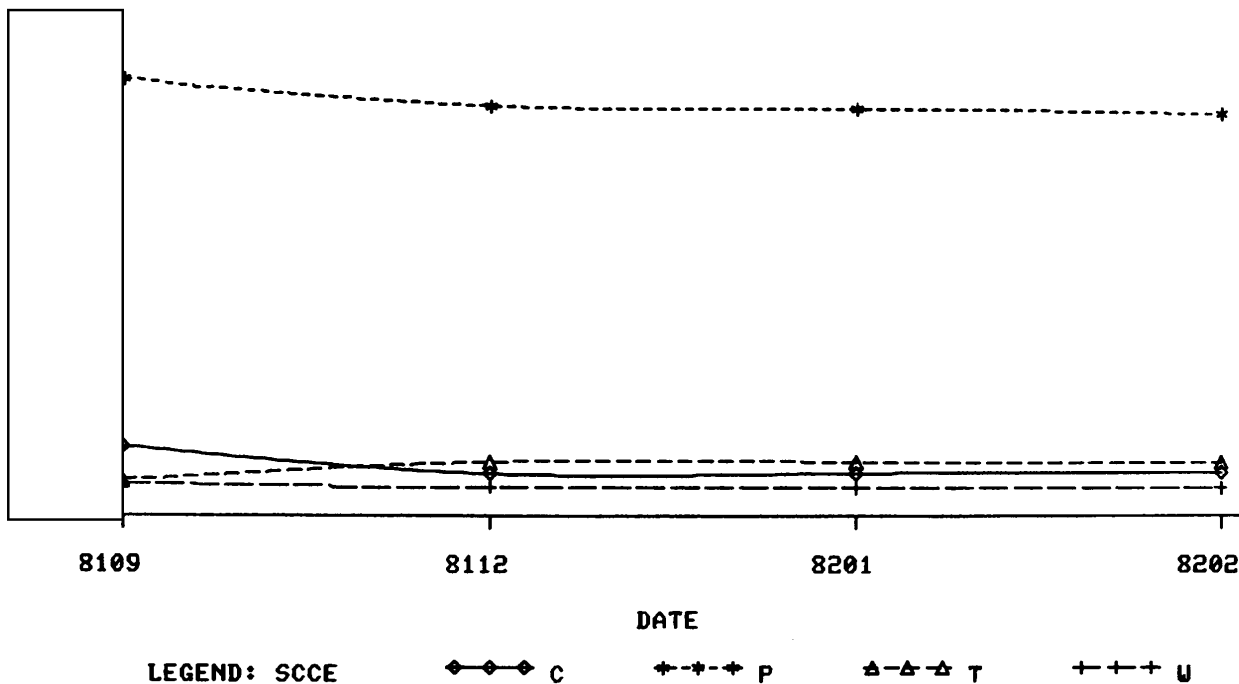
RTMT ELIGIBLES BY SEX FY-82



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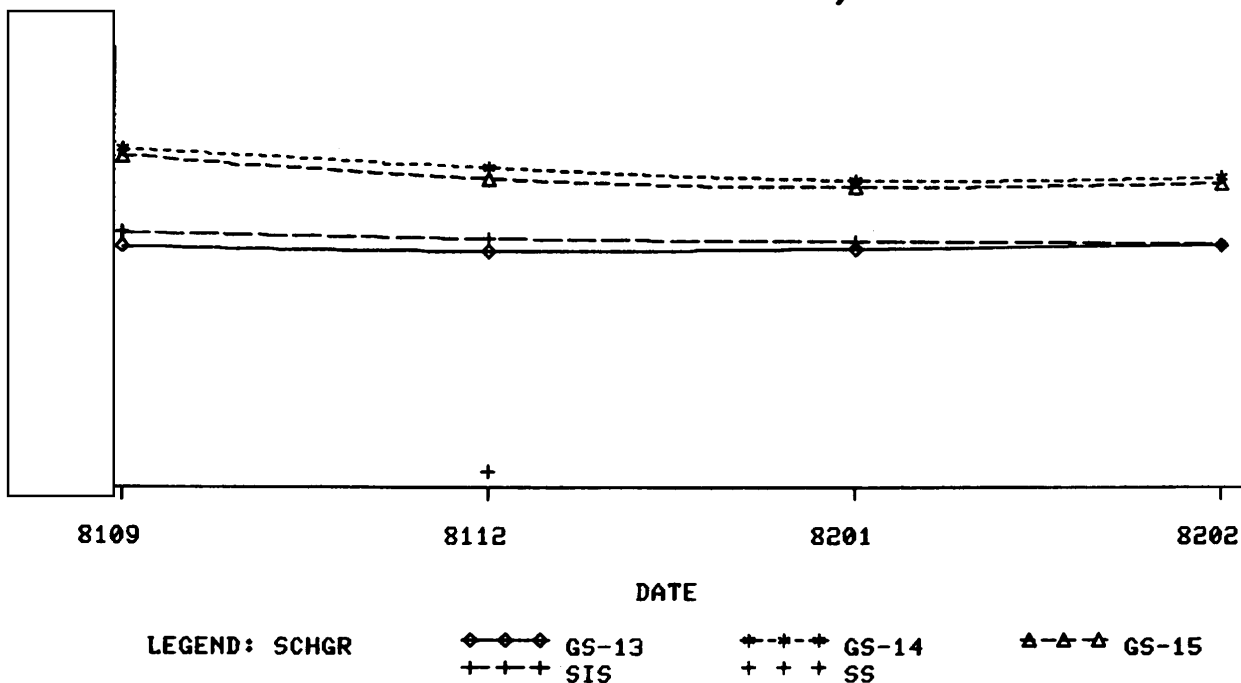
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RTMT ELIGIBLES BY SUB-CAT CODE FY-82



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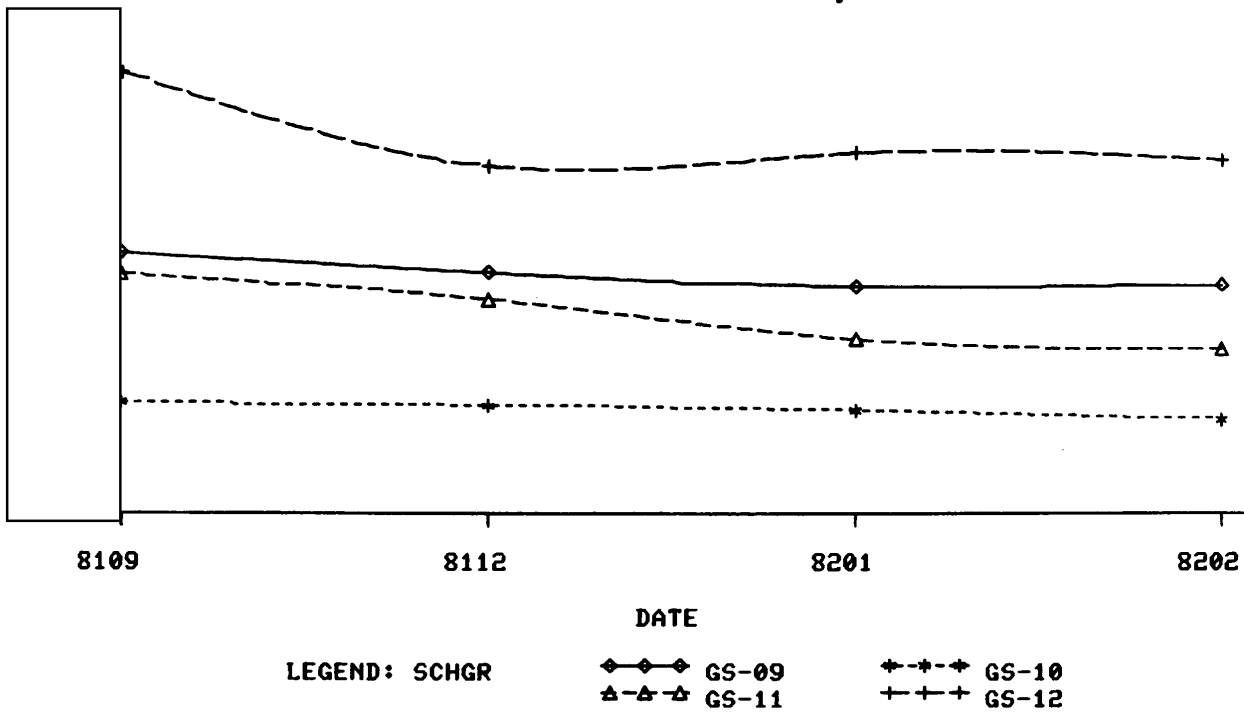
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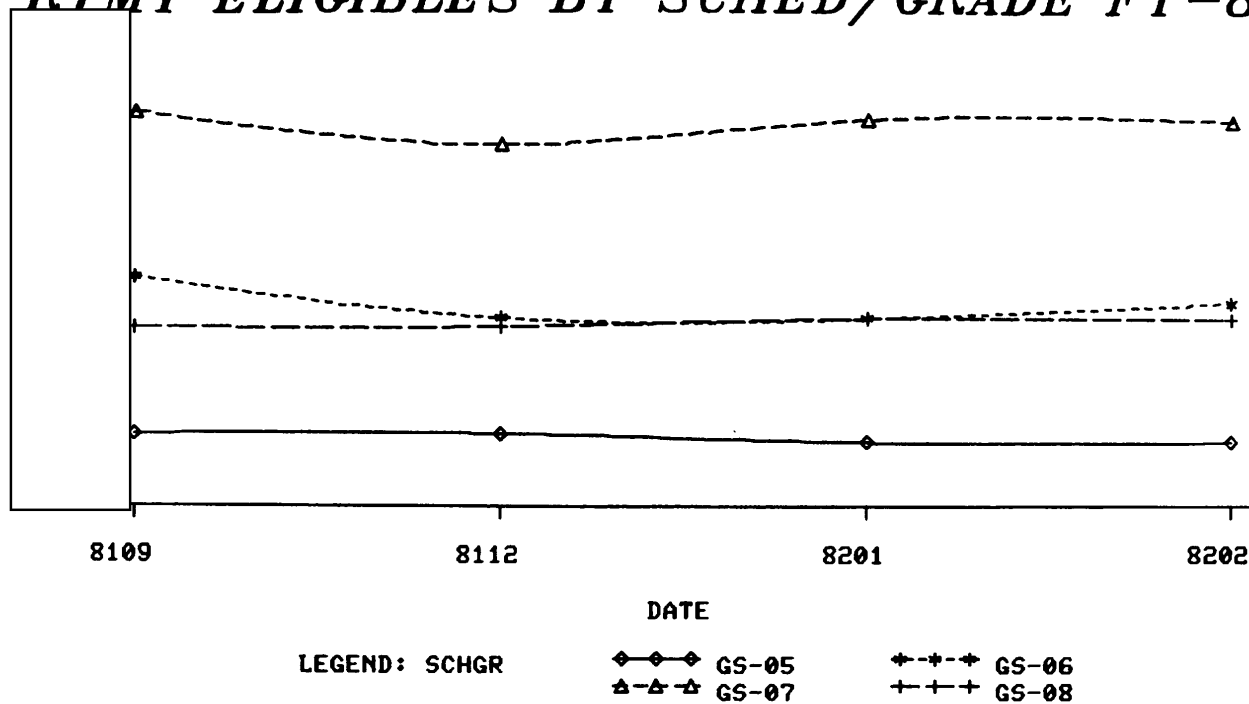
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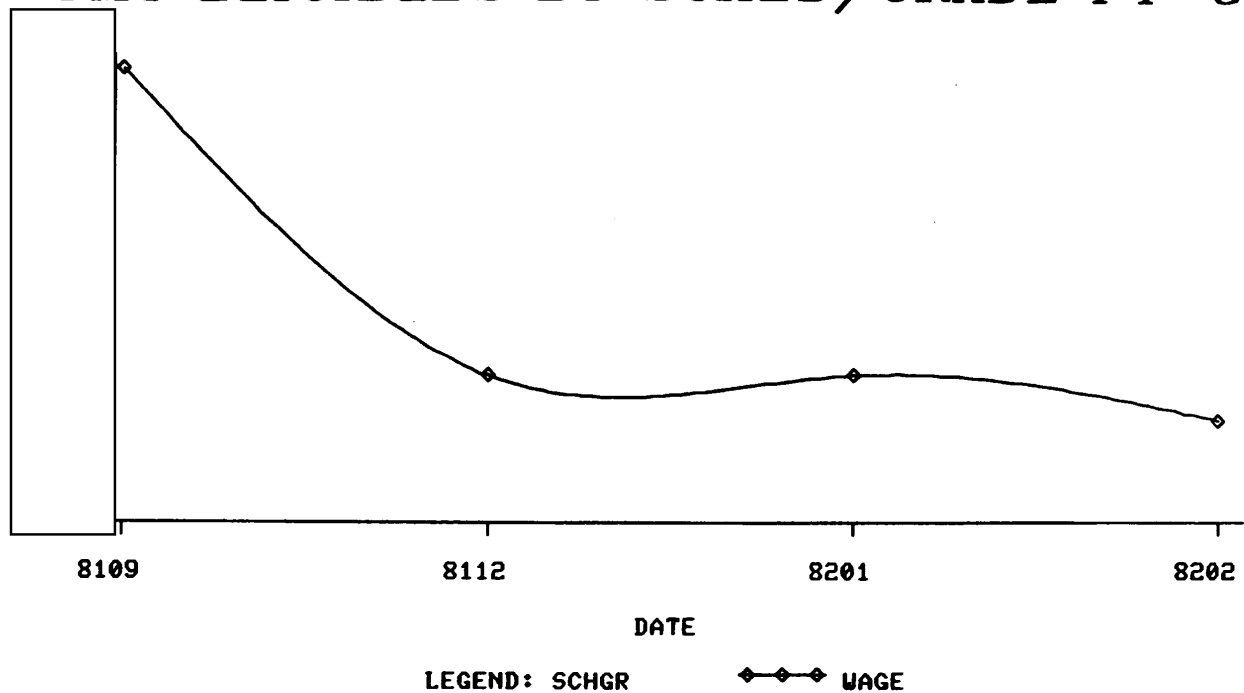
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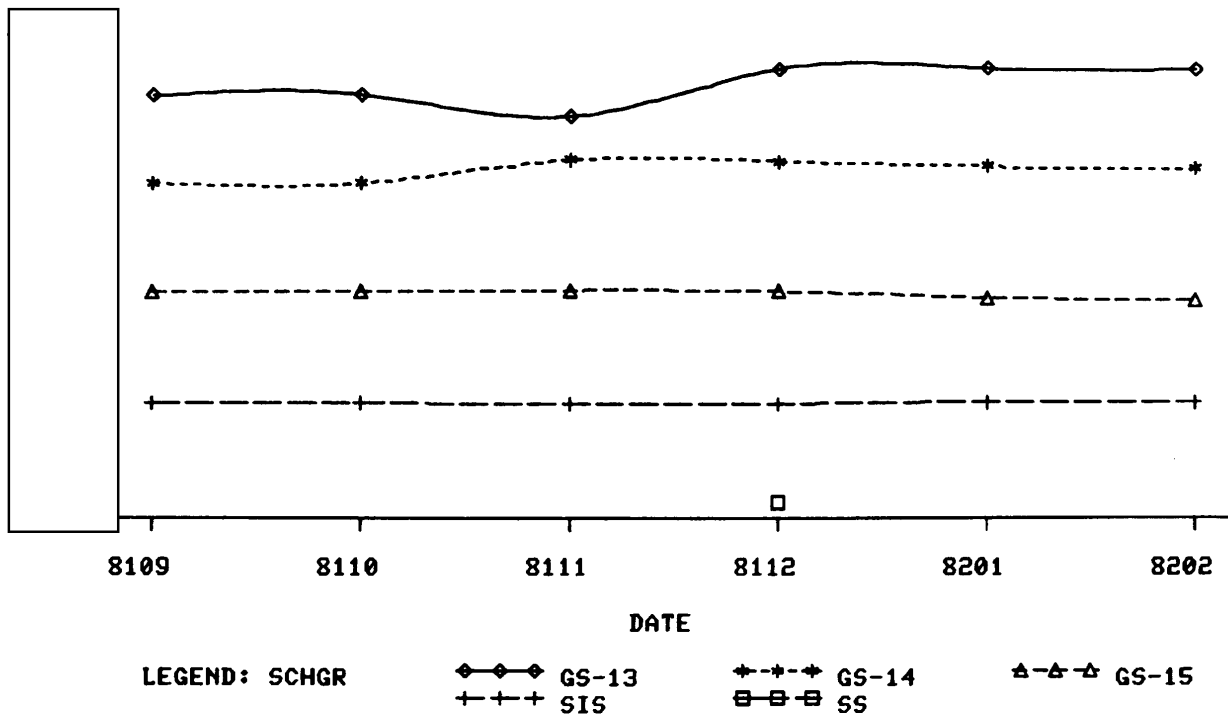
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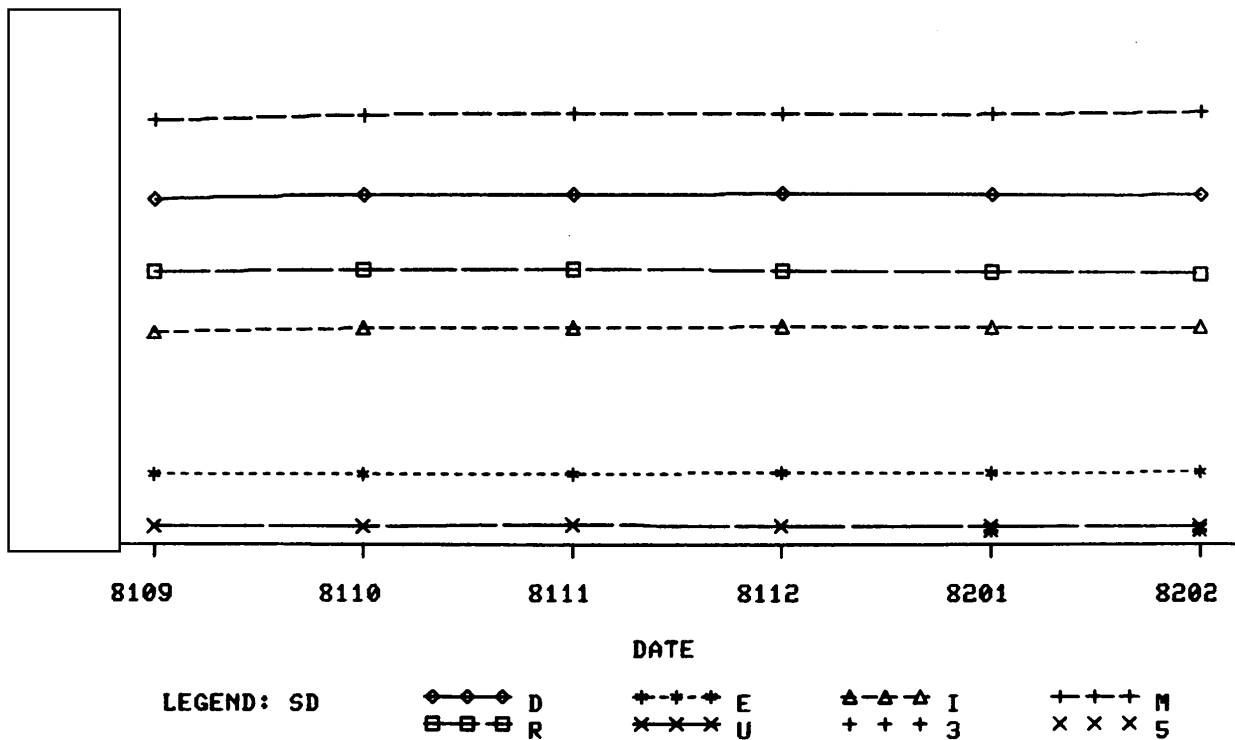
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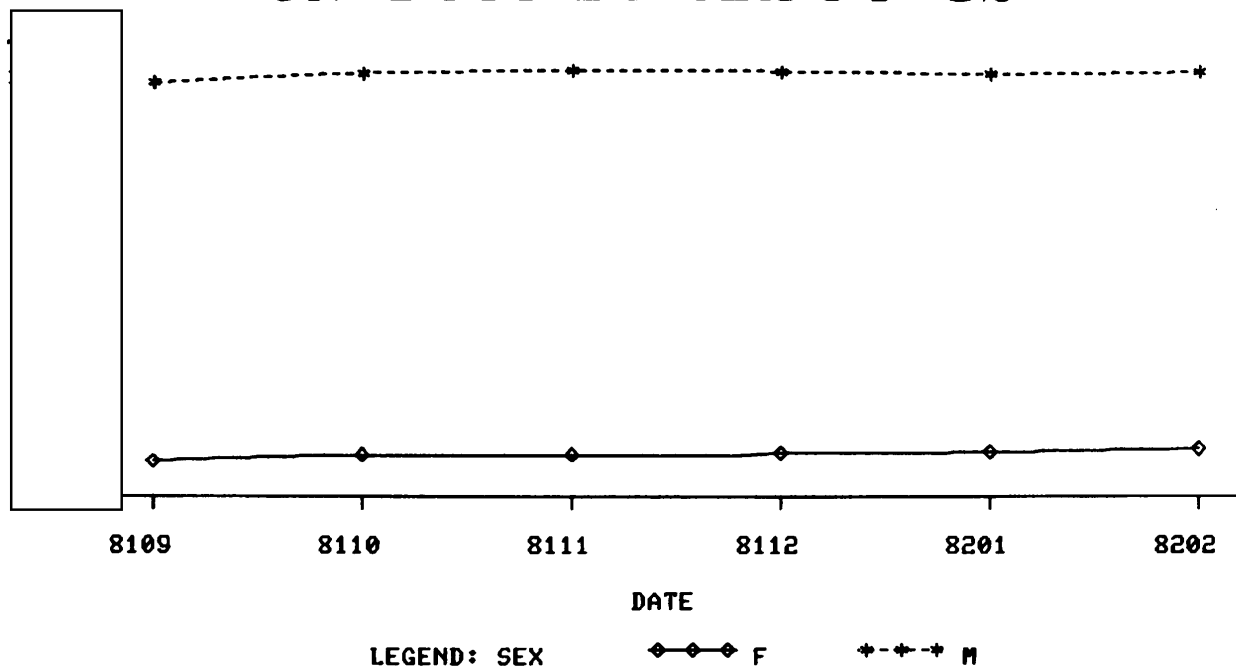
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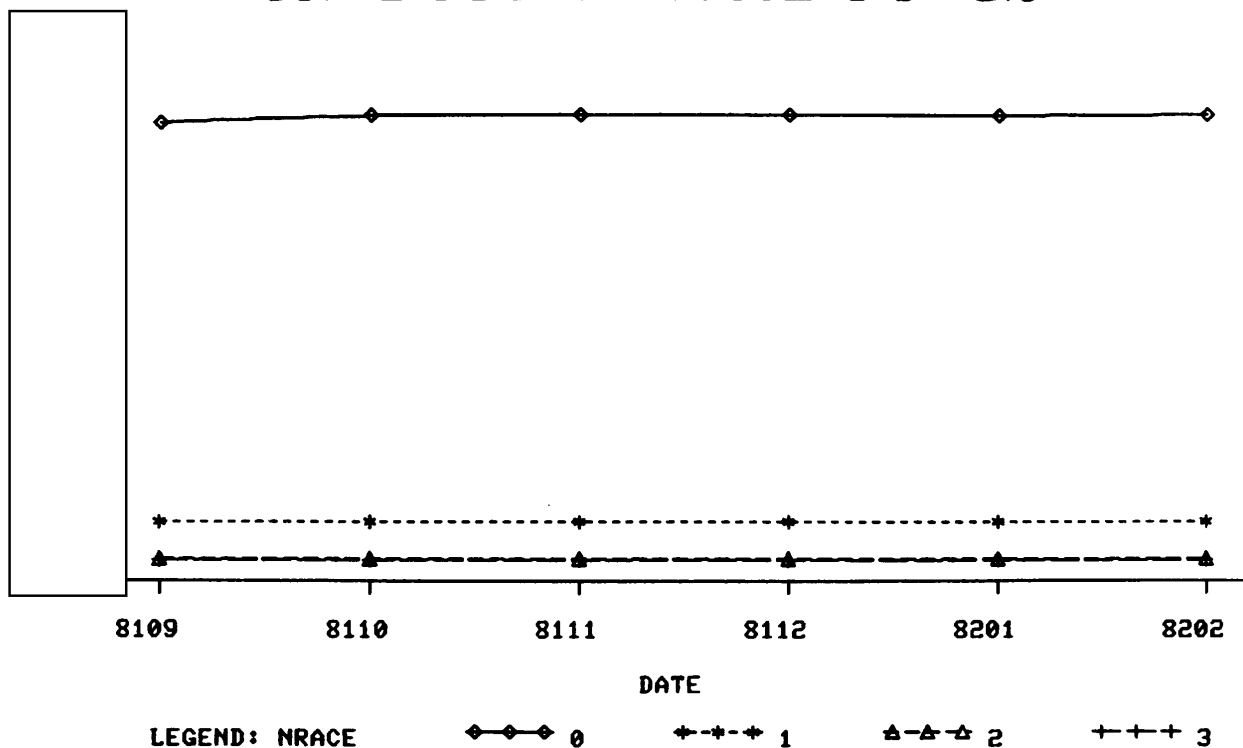
ON-DUTY BY SEX FY-82



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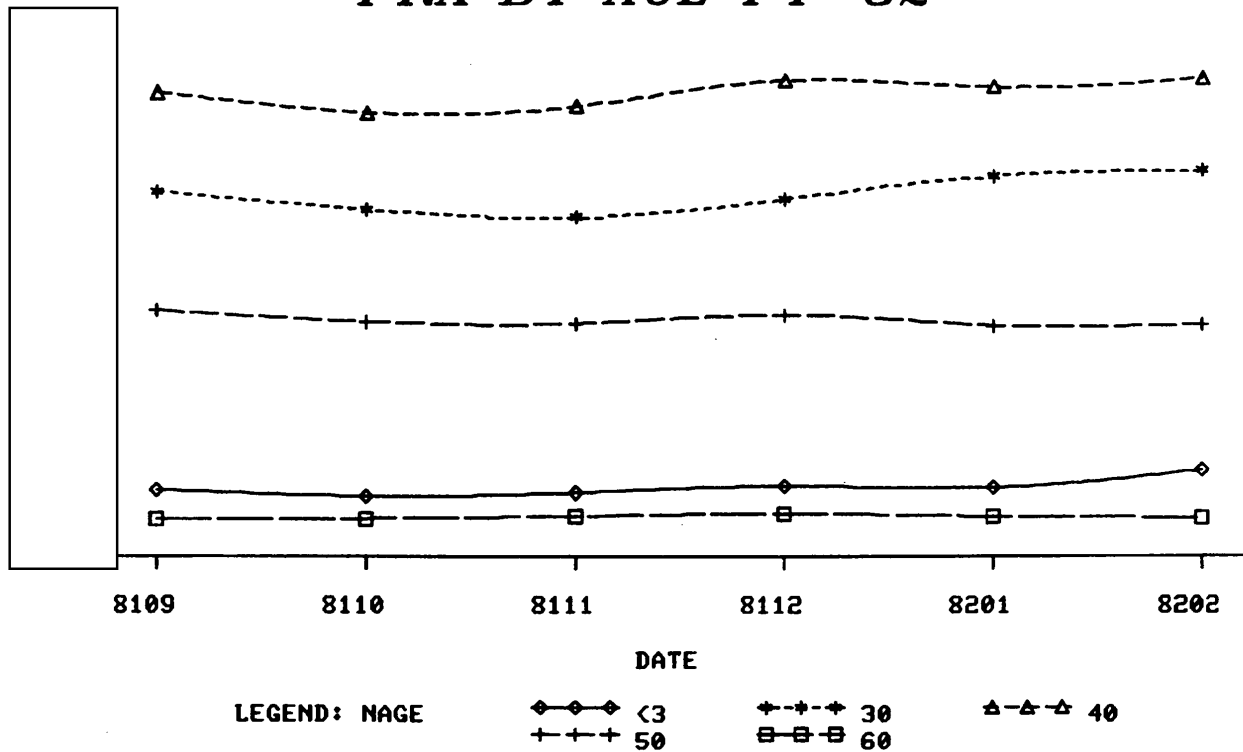
ON-DUTY BY RACE FY-82



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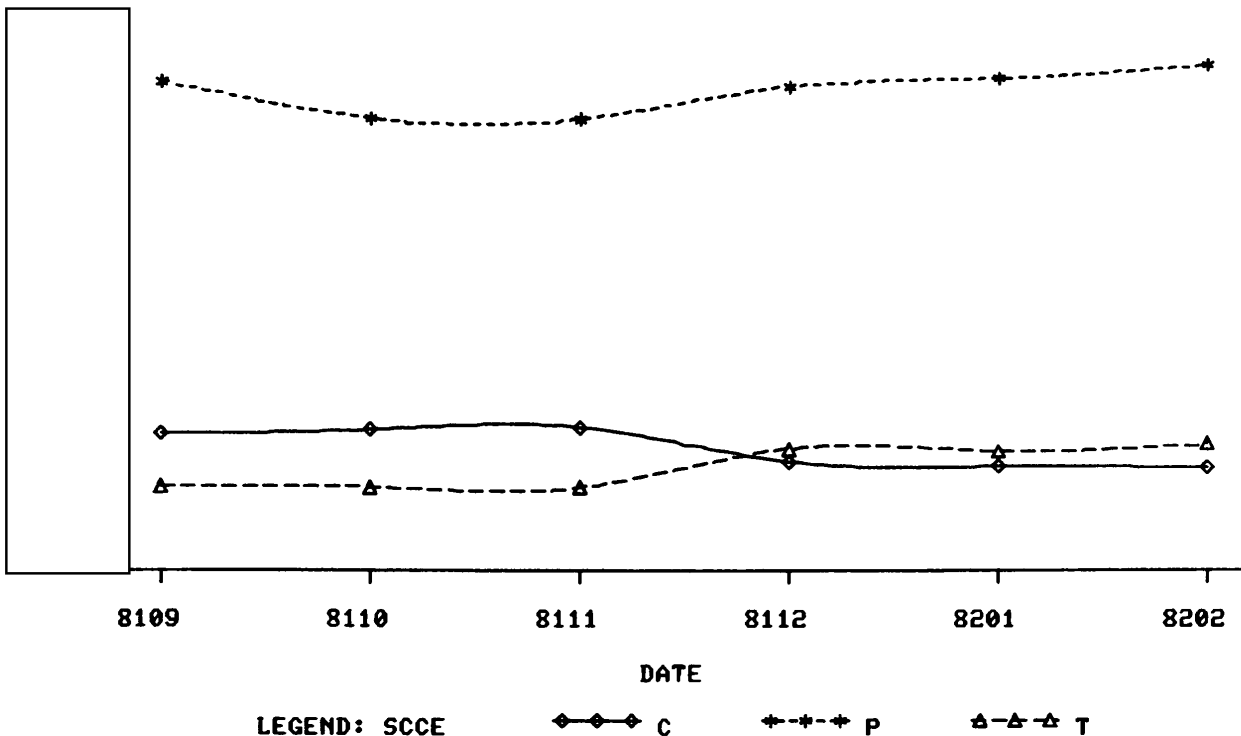
PRA BY AGE FY-82



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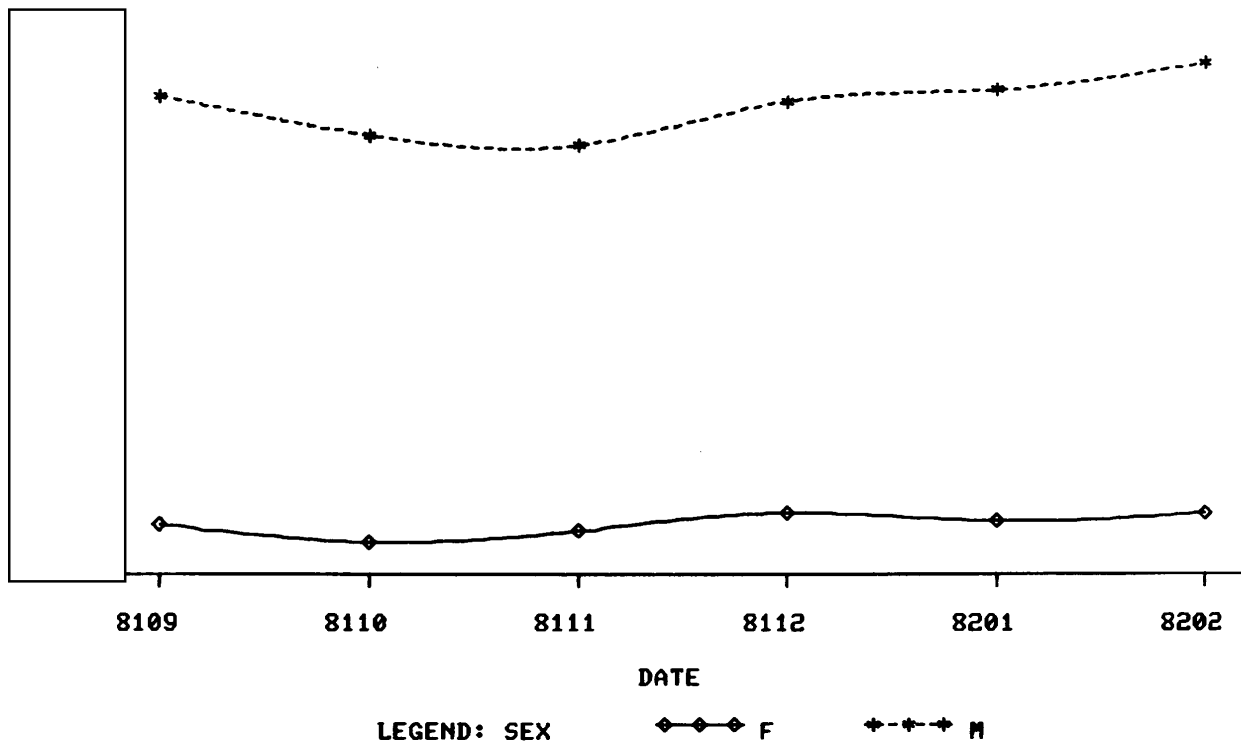
PRA BY SUB-CAT CODE FY-82



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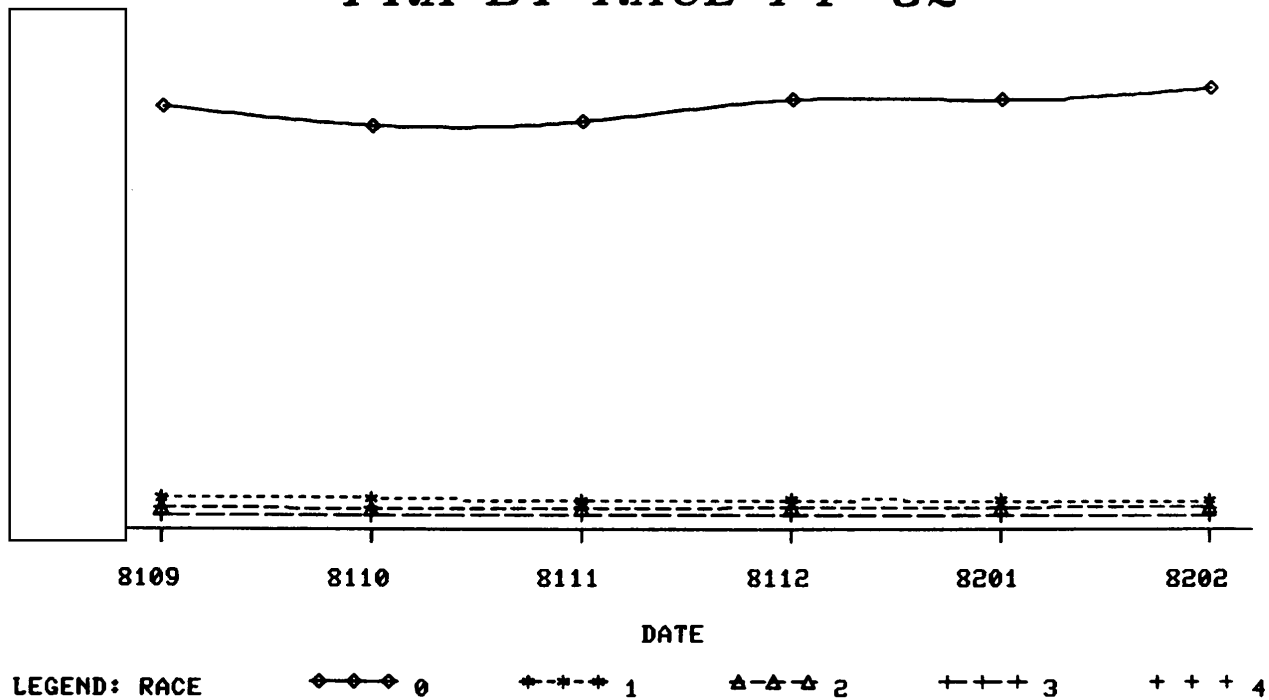
PRA BY SEX FY-82



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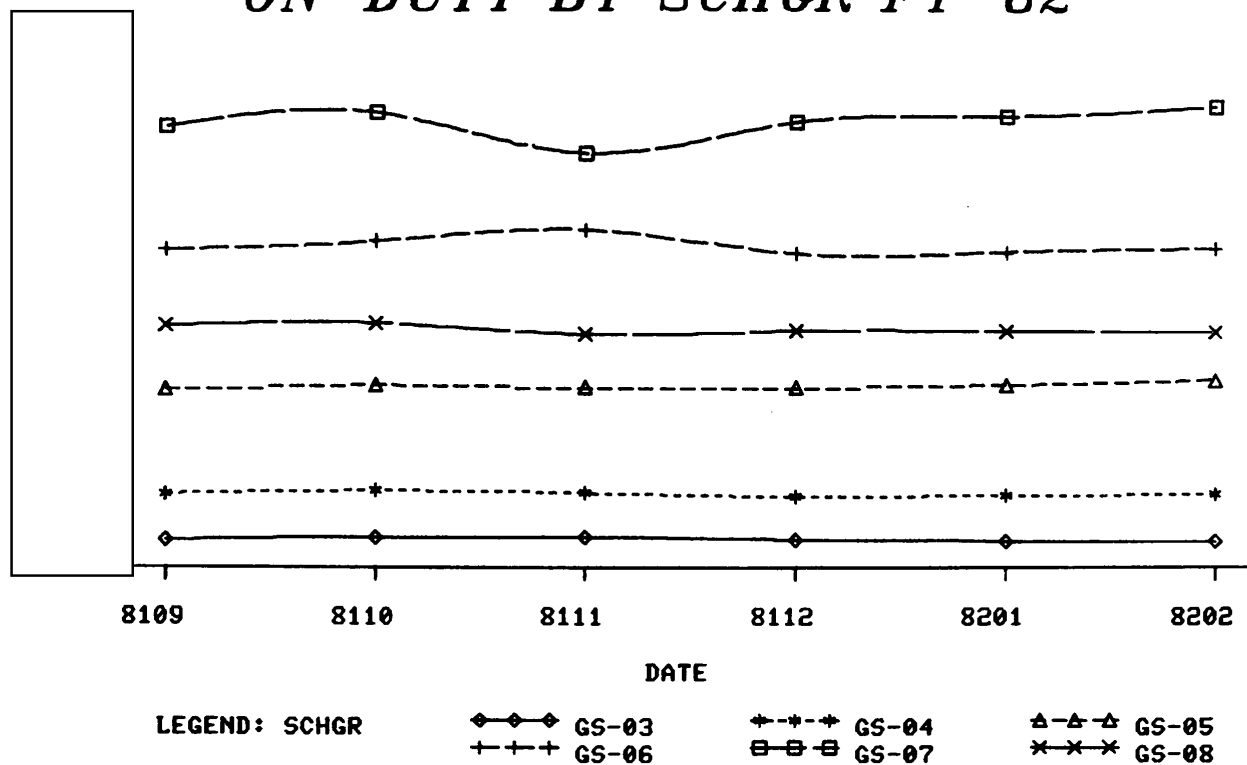
PRA BY RACE FY-82



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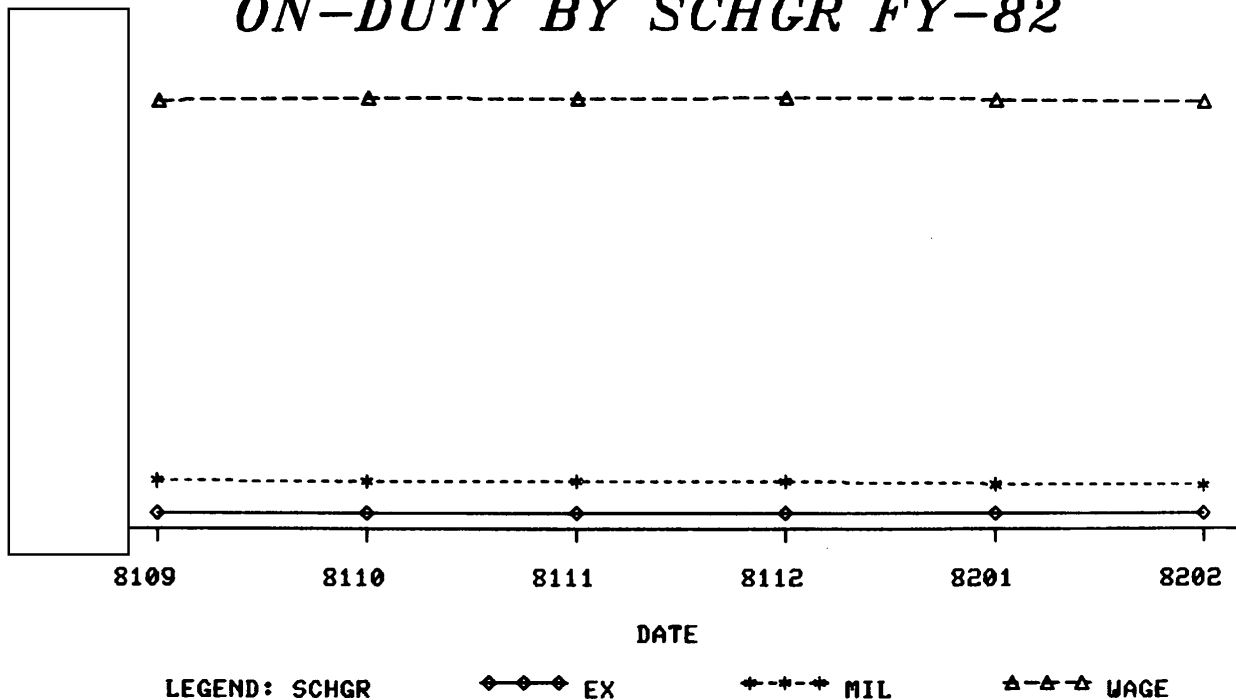
ON-DUTY BY SCHGR FY-82



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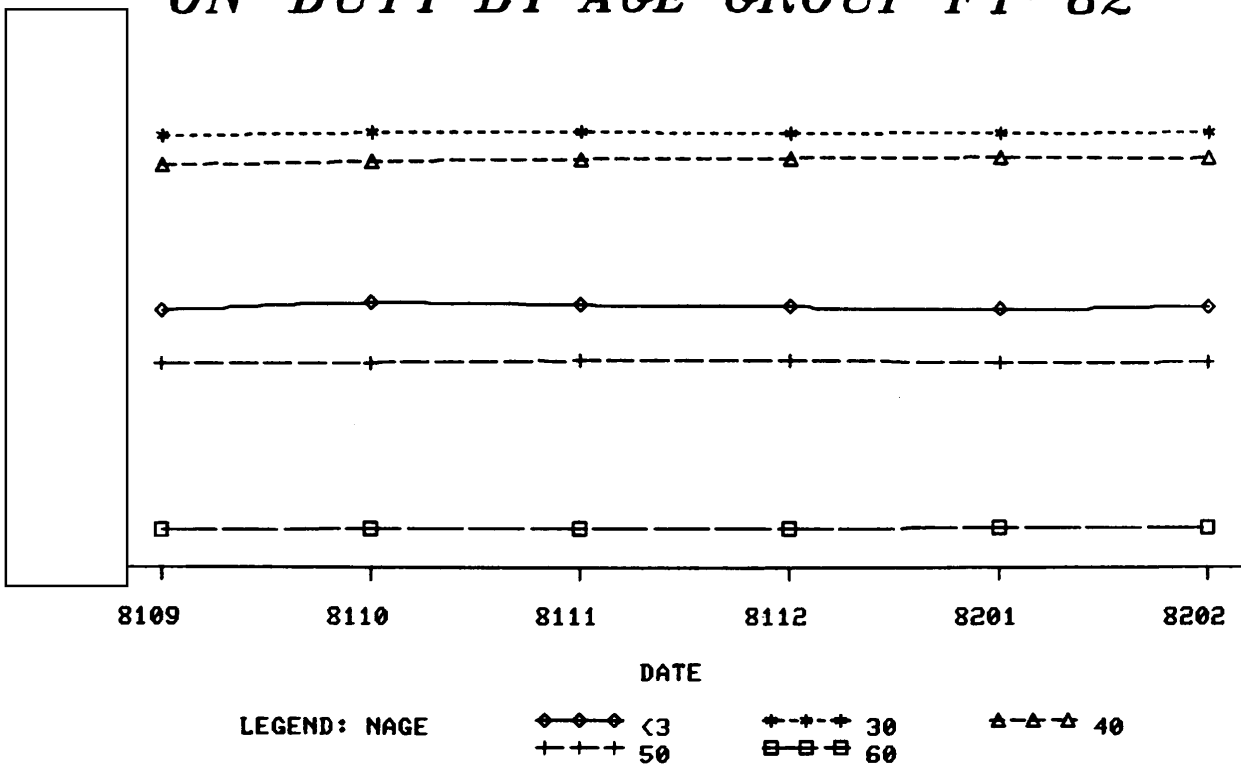
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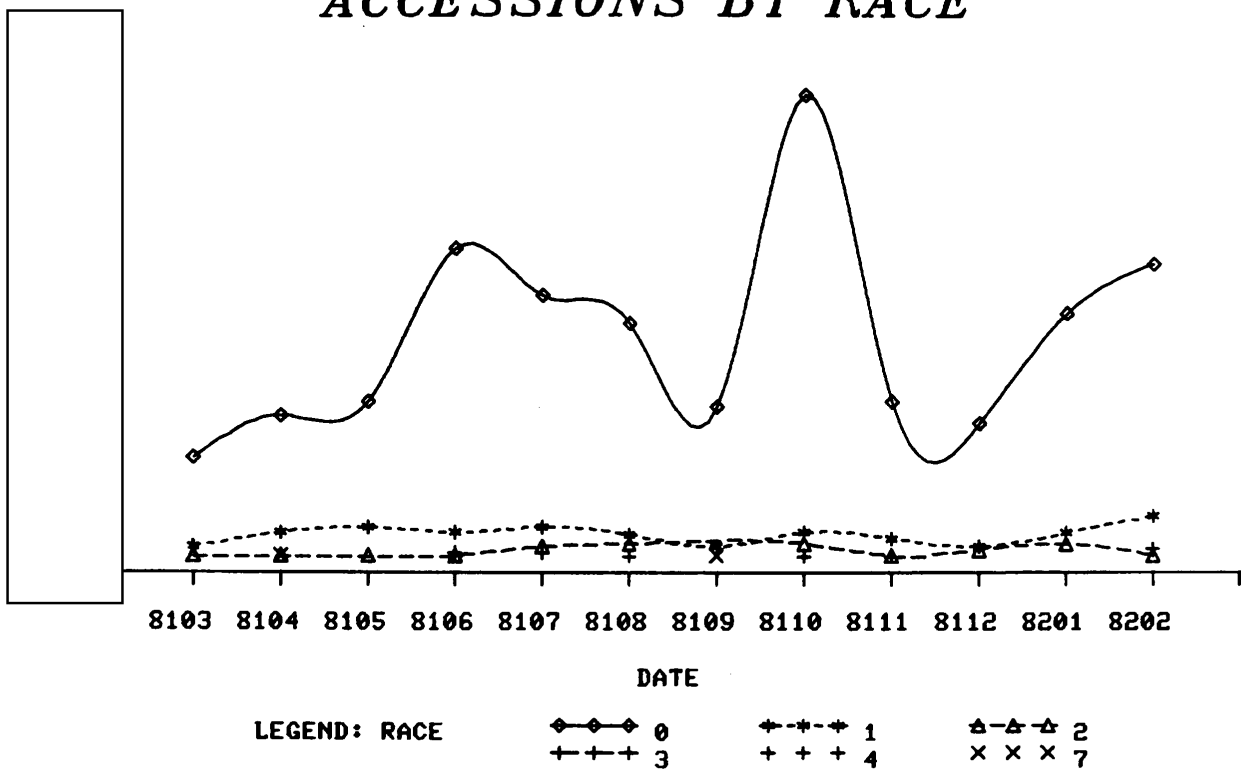
ON-DUTY BY AGE GROUP FY-82



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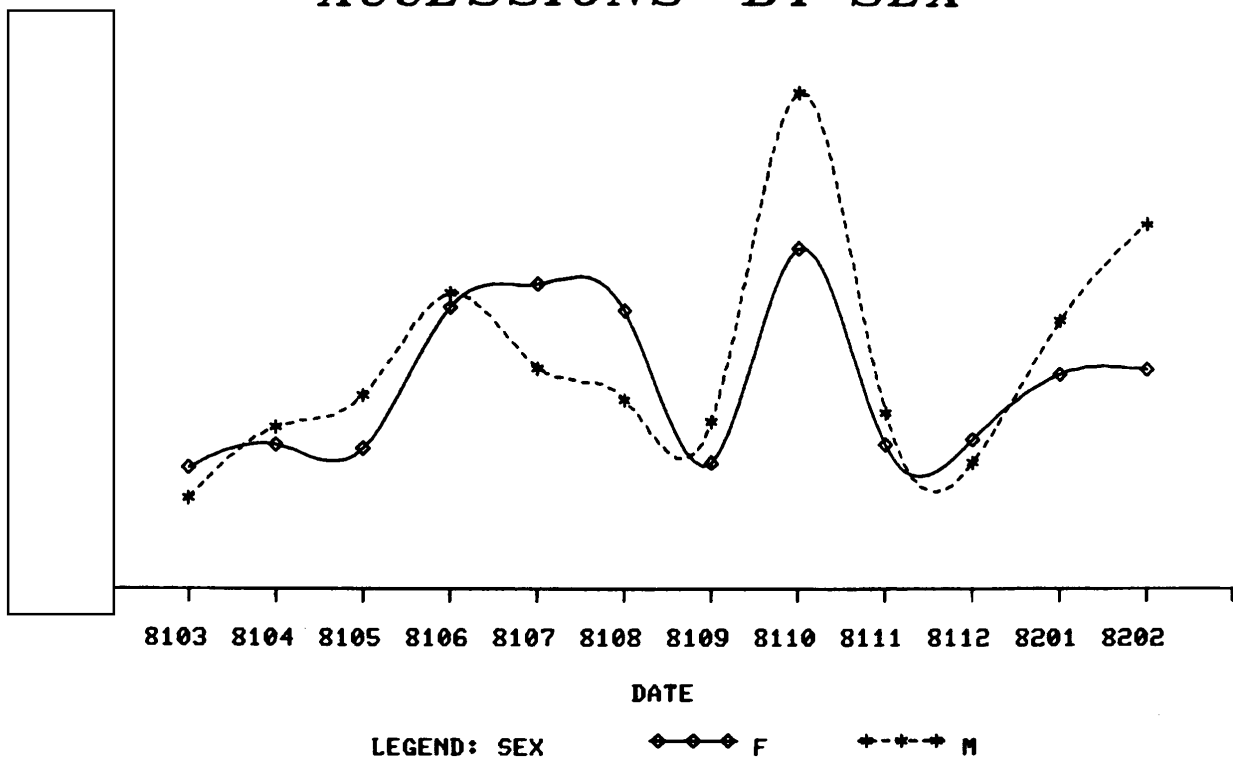
ACCESSIONS BY RACE



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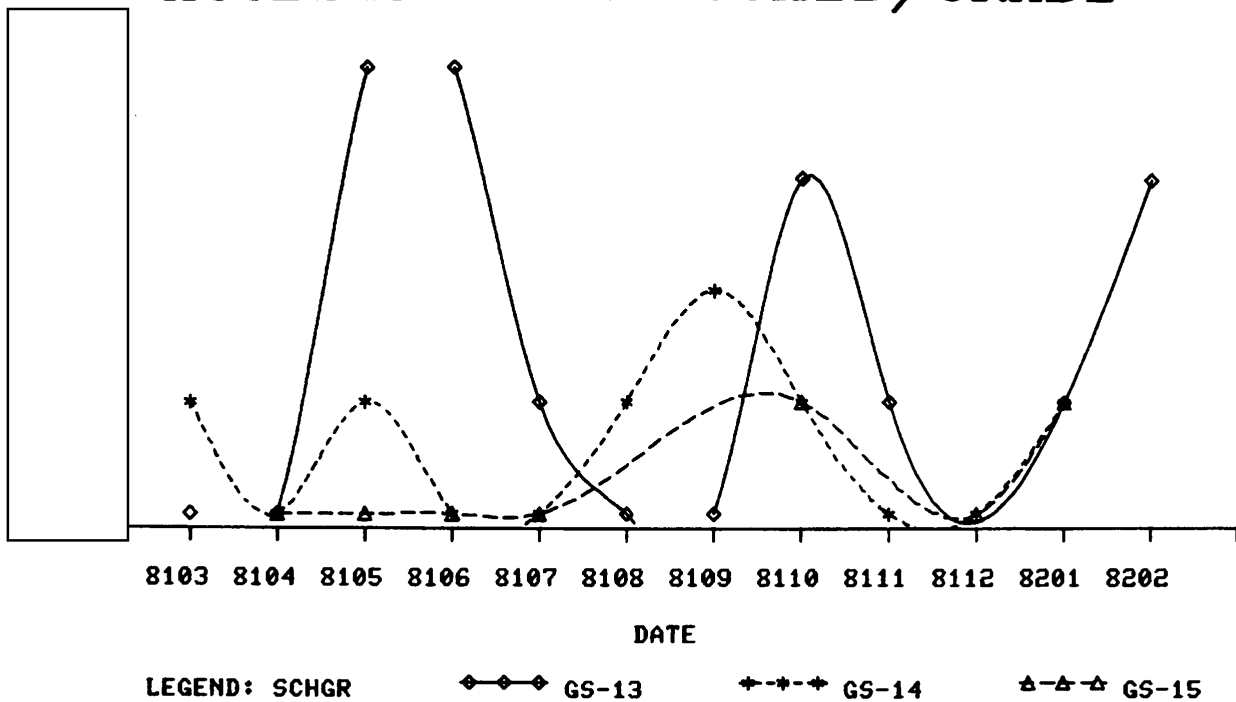
ACCESSIONS BY SEX



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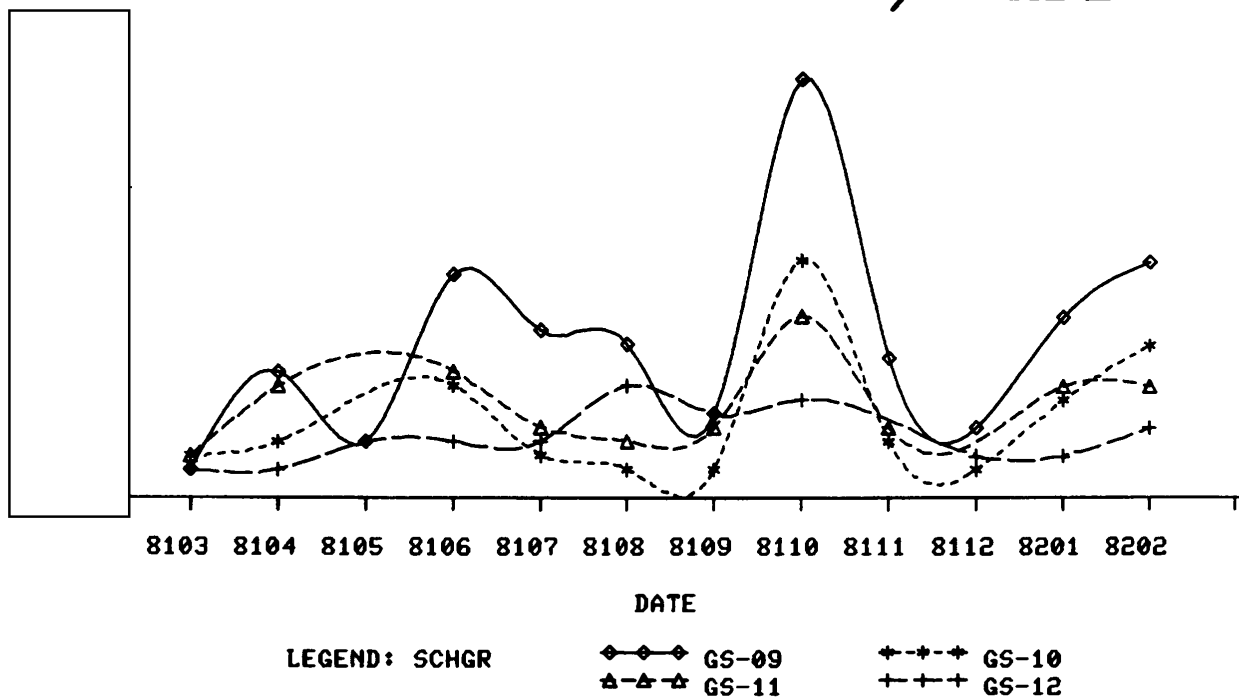
ACCESSIONS BY SCHED/GRADE



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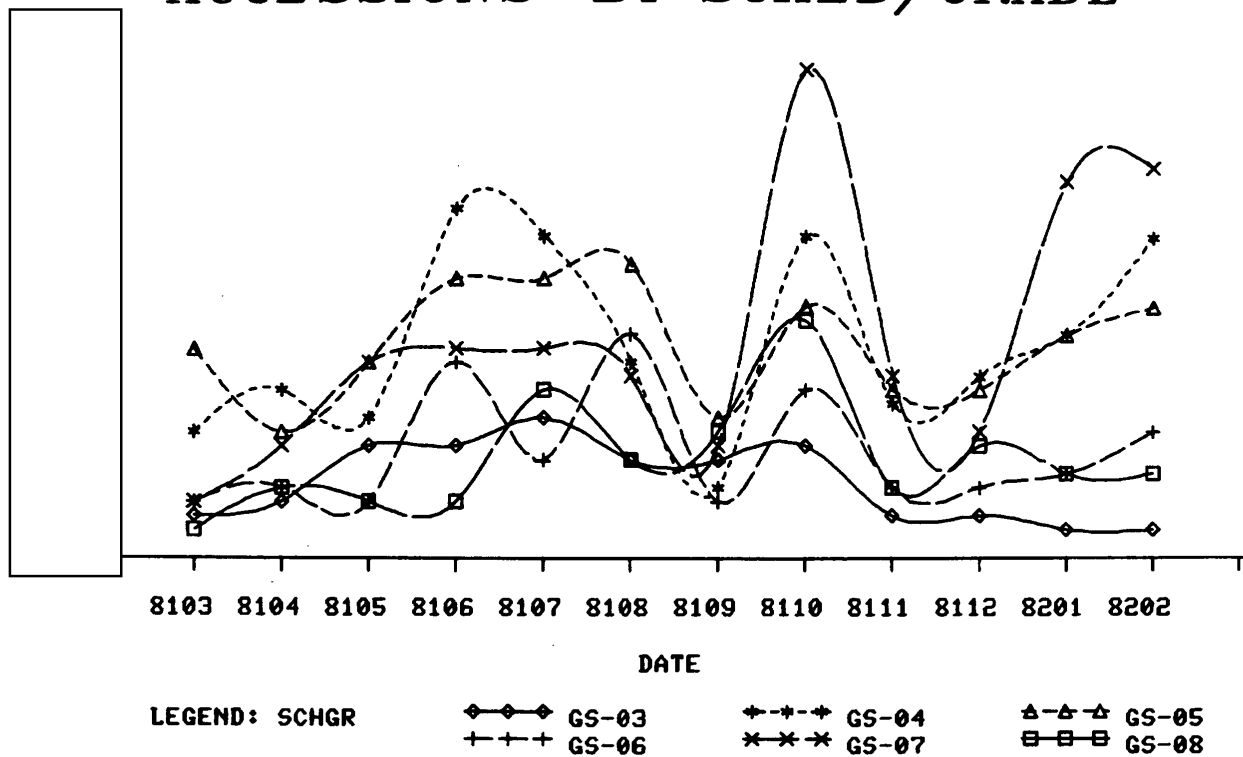
ACCESSIONS BY SCHED/GRADE



SECRET

SECRET

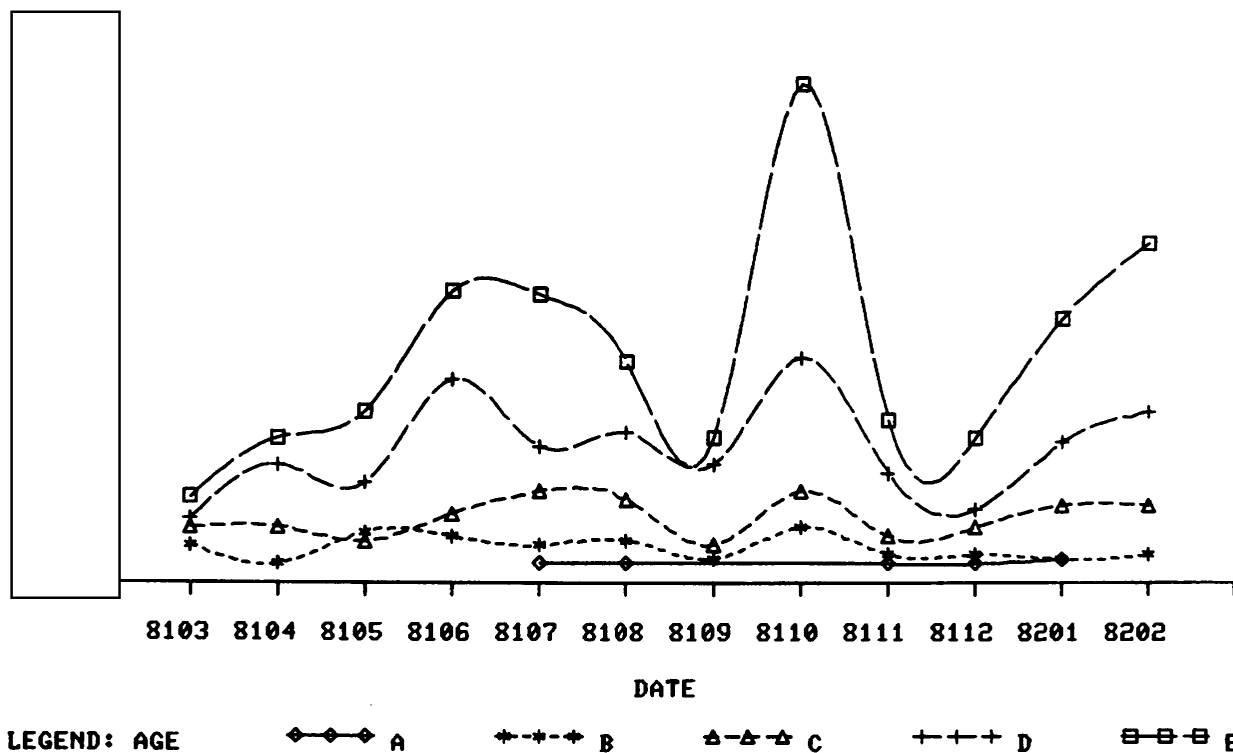
ACCESSIONS BY SCHED/GRADE



SECRET

SECRET

ACCESSIONS BY AGE GROUPS



SECRET

25X1
CHARGES FOR

TOTAL=		\$85.86	I/O=23533	\$12.94	CPU=	004:02	\$58.08
USTOR=	2048K	\$9.99	PRT=0	\$0.00	CONN=	02:46:32	\$4.85

CONNECT= 02:46:36 VIRTCPU= 001:16.66 TOTCPU= 004:02.94
LOGOFF AT 12:24:47 EST MONDAY 03/08/82

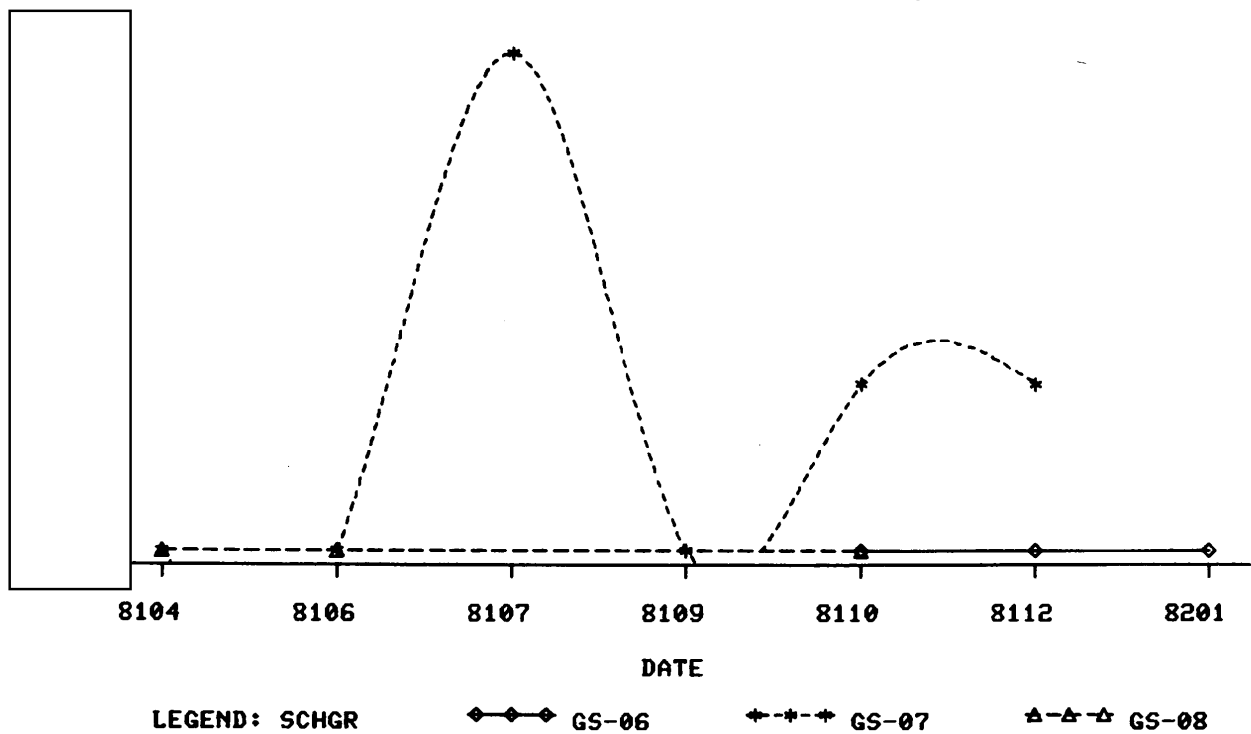
COMTEN NO. 2 LINE 10D

*** RUFFING COMPUTER CENTER 63.2 ***

PLEASE ENTER SWITCHING CHARACTERS:

SECRET

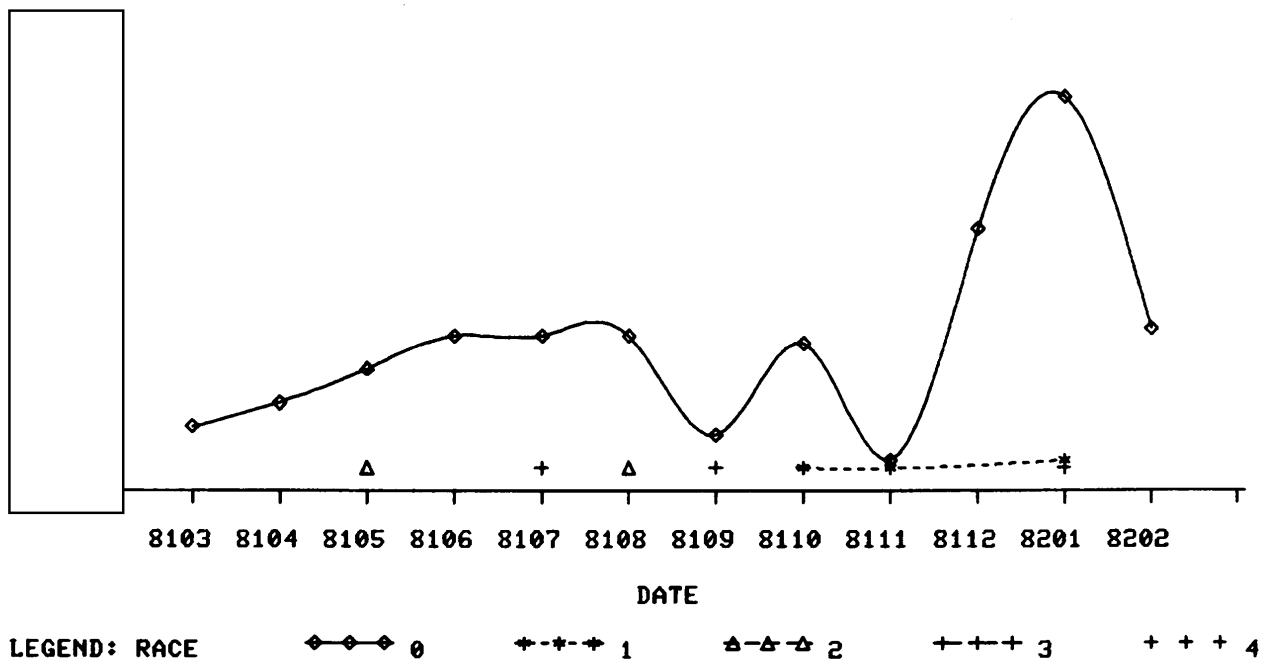
RETIREMENTS BY SCHED/GRADE



SECRET

S E C R E T

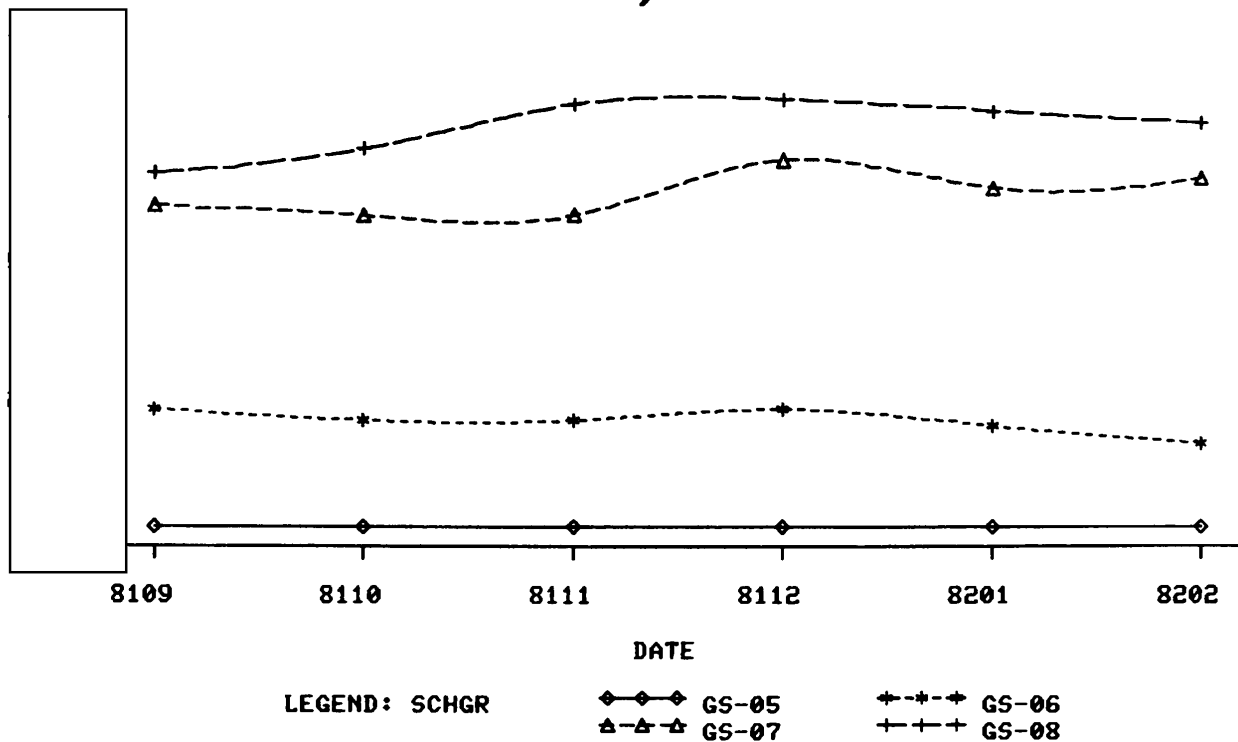
RETIREMENTS BY RACE



S E C R E T

SECRET

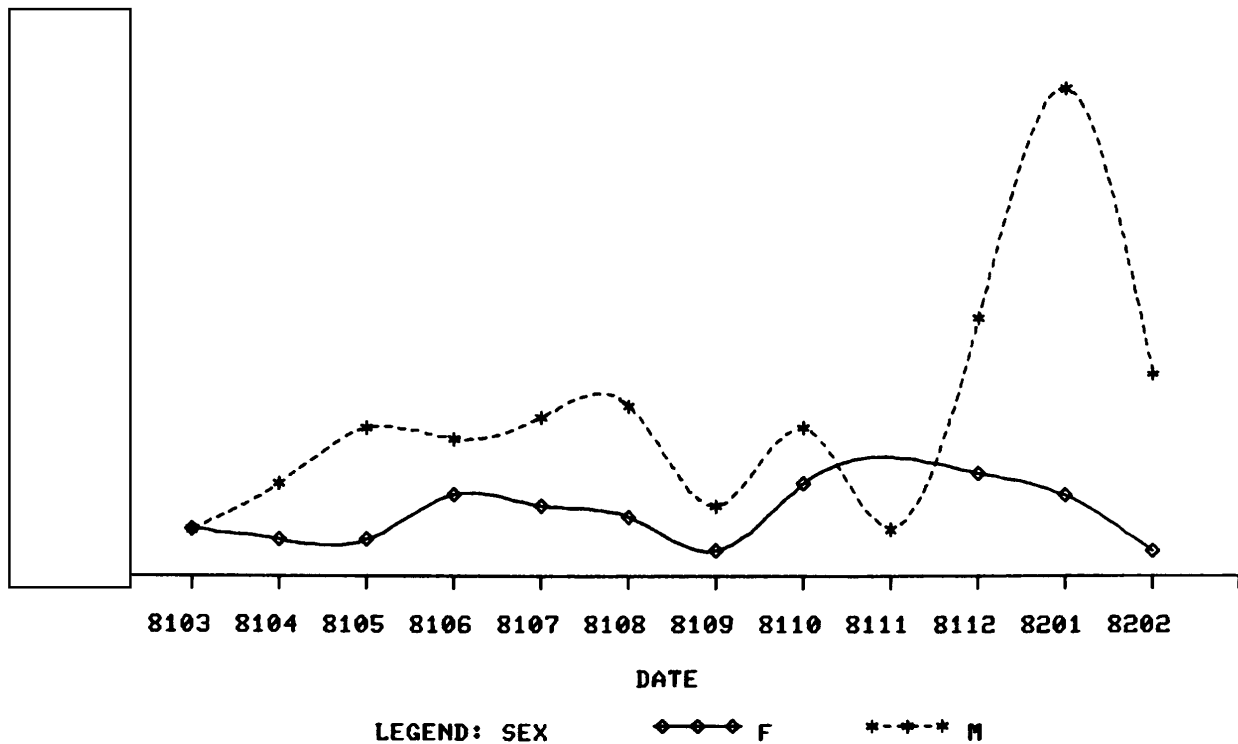
PRA BY SCHED/GRADE FY-82



SECRET

S E C R E T

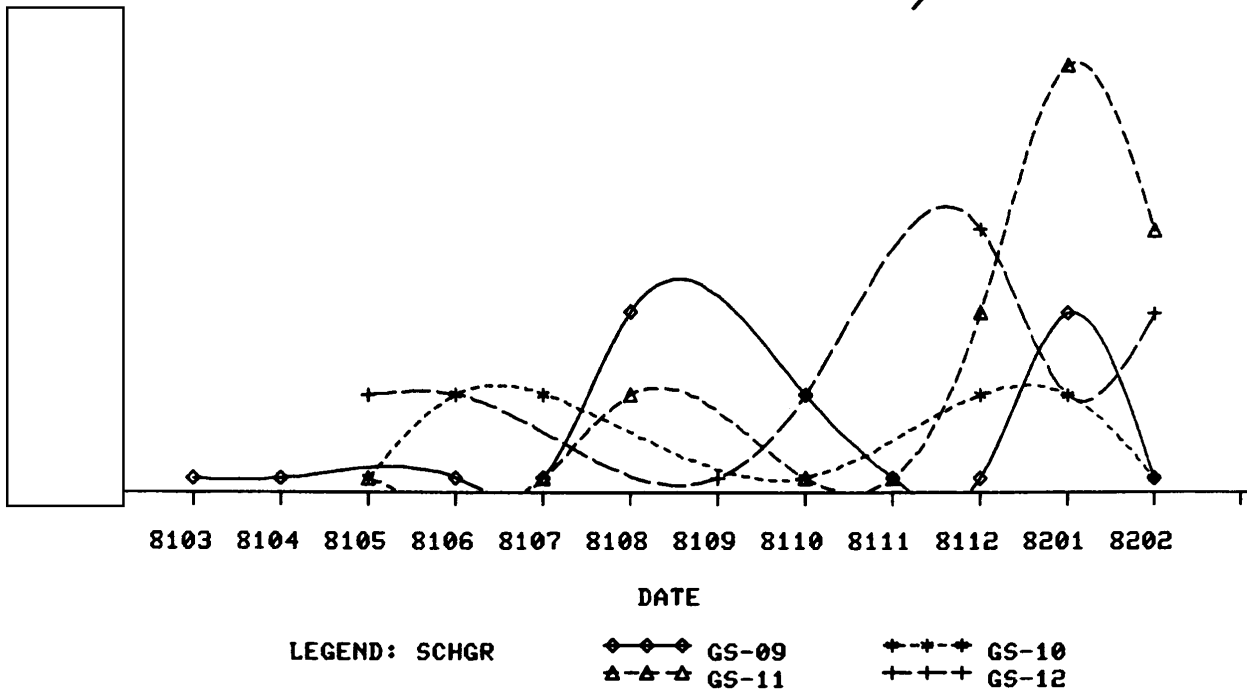
RETIREMENTS BY SEX



S E C R E T

SECRET

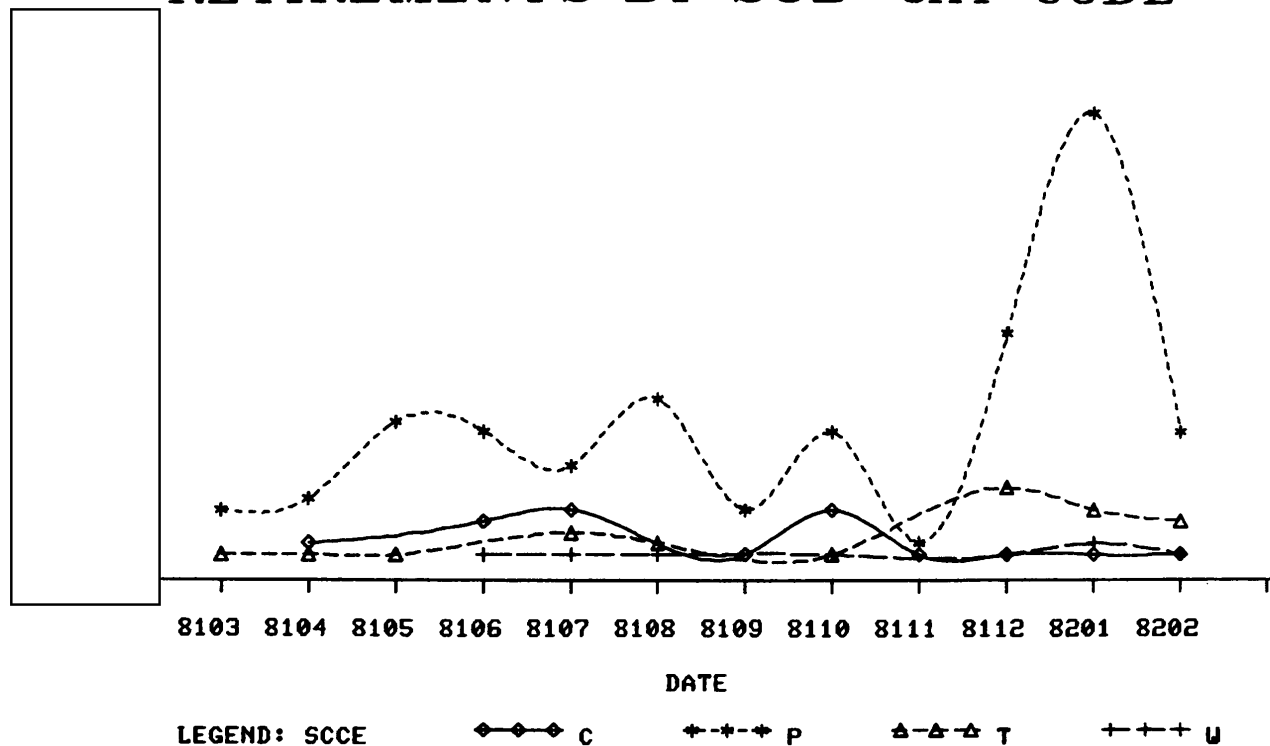
RETIREMENTS BY SCHED/GRADE



SECRET

SECRET

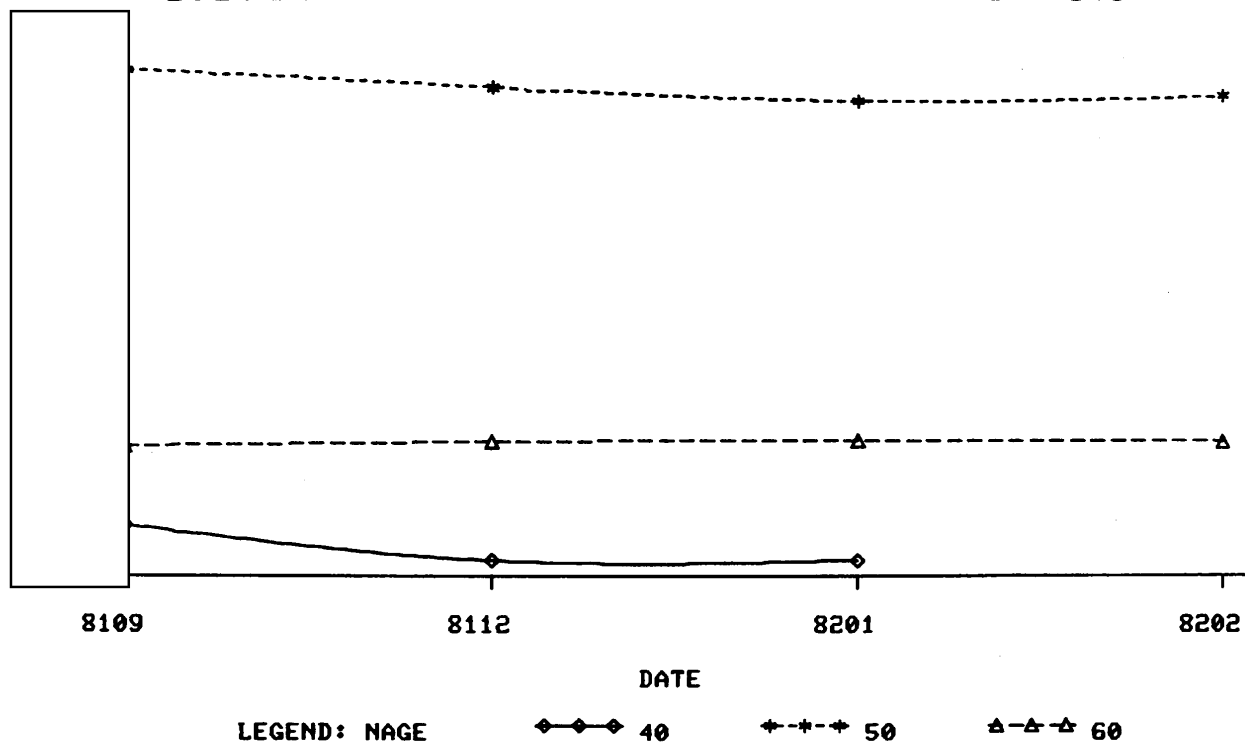
RETIREMENTS BY SUB-CAT CODE



SECRET

SECRET

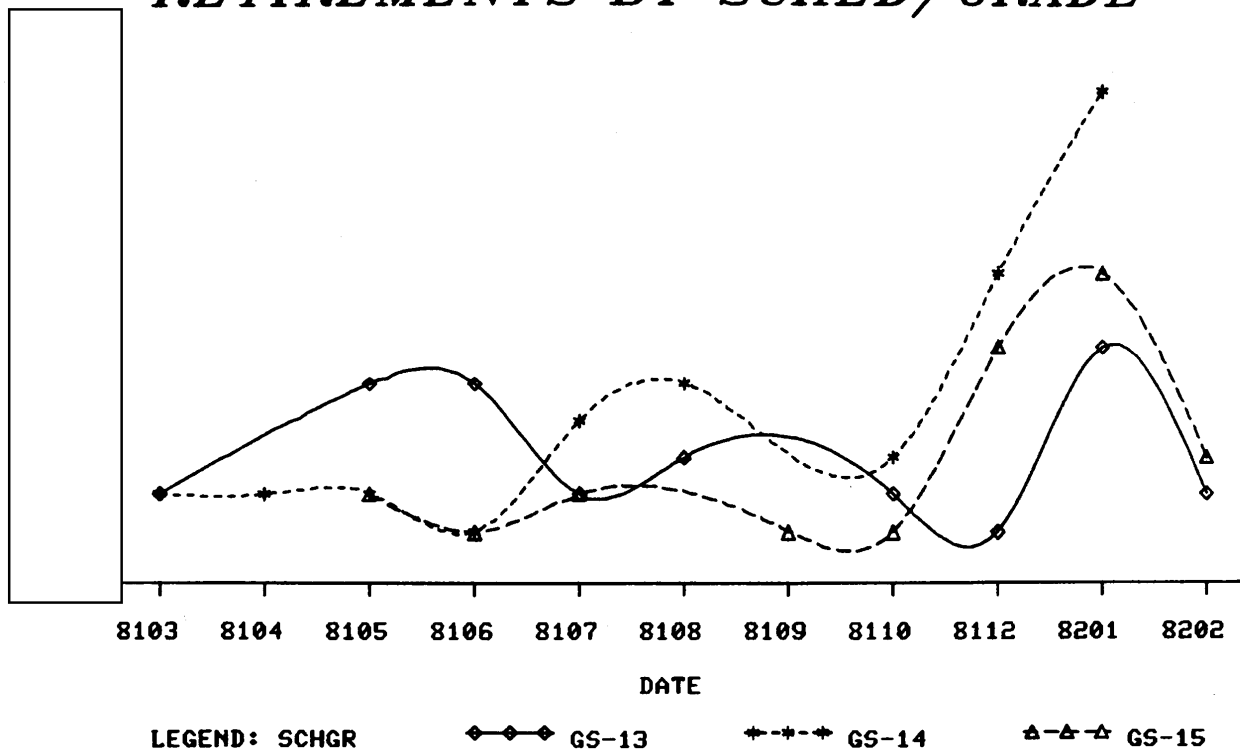
RTMT ELIGIBLES BY AGE FY-82



SECRET

SECRET

RETIREMENTS BY SCHED/GRADE



LEGEND: SCHGR

◆-◆-◆ GS-13

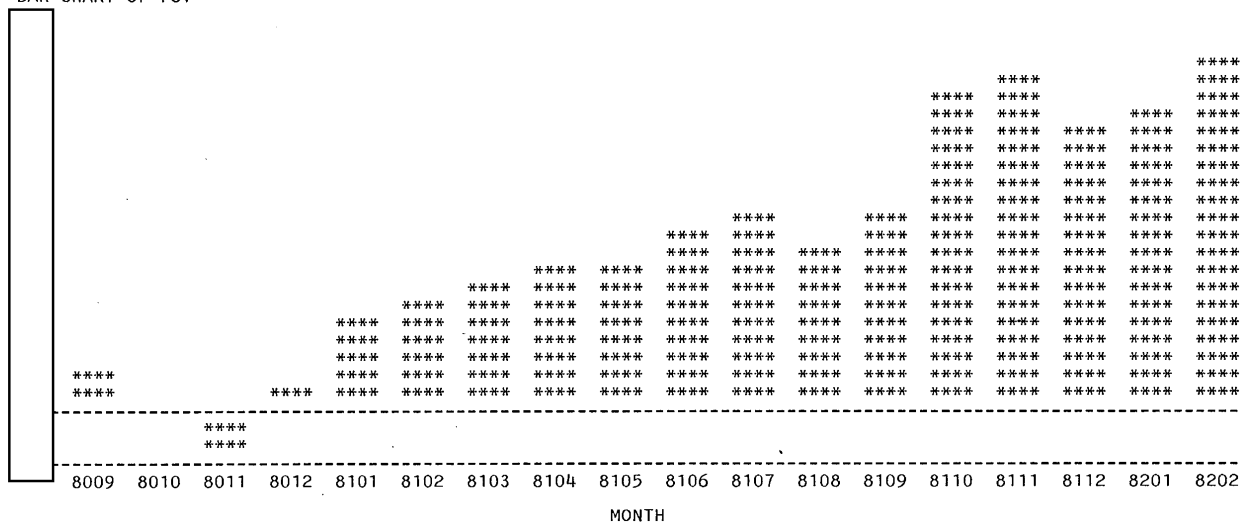
----* GS-14

△-△-△ GS-15

SECRET

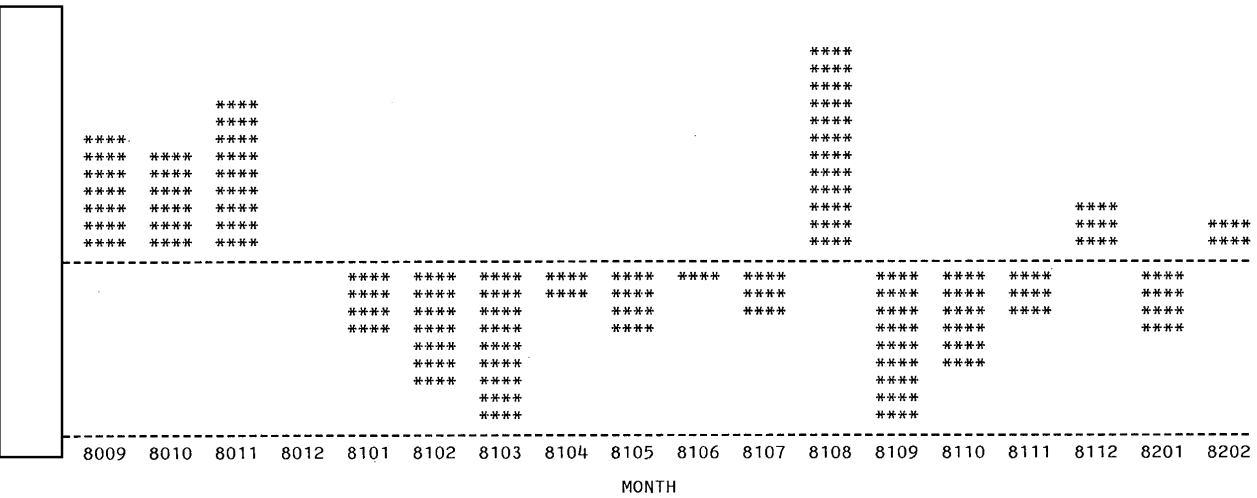
PCT CHANGE OF ON-DUTY STRENGTH GROUP PREVIOUS YEAR

BAR CHART OF PCT

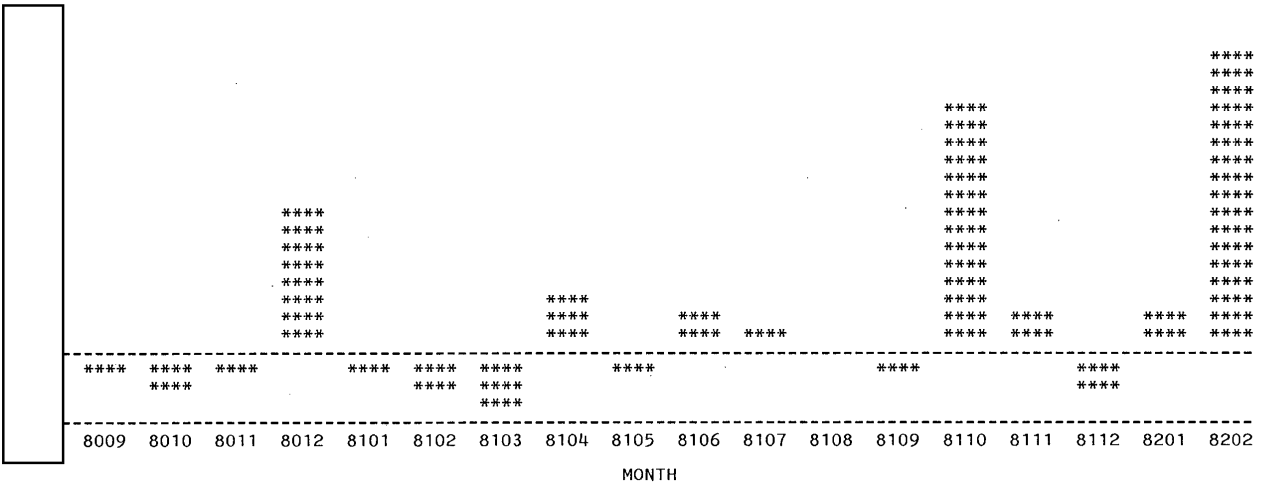


PCT CHANGE OF SEPARATIONS FACTORS

BAR CHART OF PCT

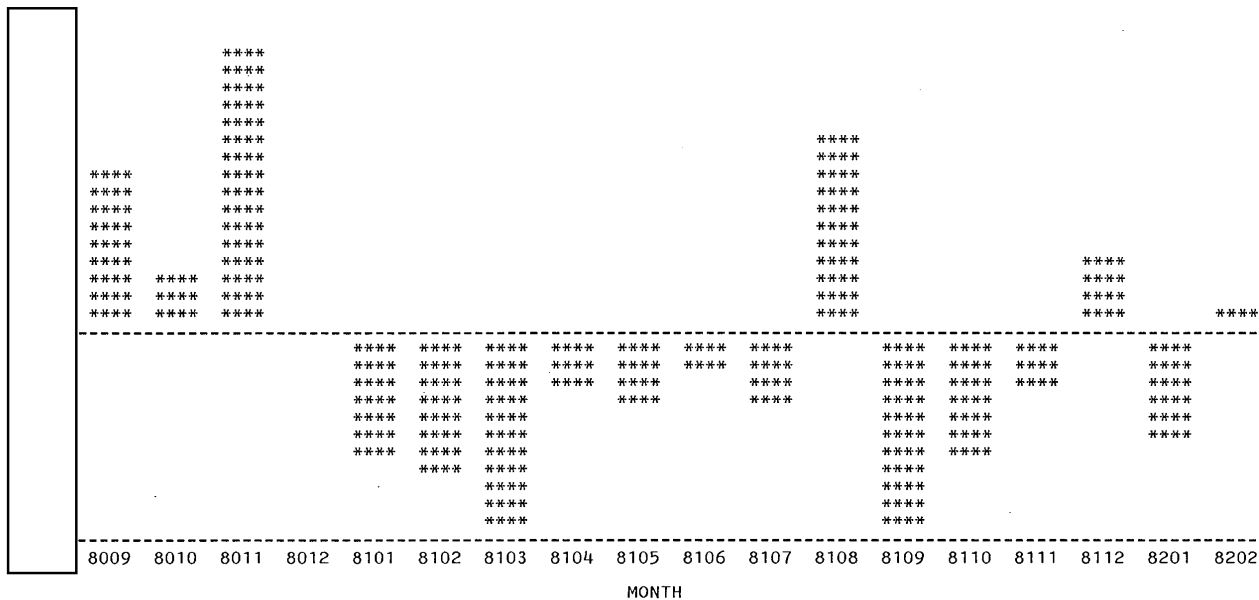


BAR CHART OF PCT



BAR CHART OF PCT

25X1

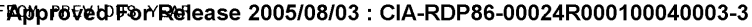


Celling losses

Approved For Release 2005/08/03 : CIA-RDP86-00024R000100040003-3

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